IMPLEMENTATION OF THE EVJTA IN THE STATE OF NEW JERSEY

HEARING

BEFORE THE

SUBCOMMITTEE ON
EDUCATION, TRAINING, AND EMPLOYMENT

OF THE

COMMITTEE ON VETERANS' AFFAIRS
HOUSE OF REPRESENTATIVES

NINETY-NINTH CONGRESS

FIRST SESSION

MAY 17, 1985

Printed for the use of the Committee on Veterans' Affairs

Serial No. 99-18

U.S. GOVERNMENT PRINTING OFFICE
50-219 O WASHINGTON : 1985

H761-33

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IMPLEMENTATION OF THE EVJTA IN THE STATE OF NEW JERSEY

FRIDAY, MAY 17, 1985

House of Representatives,
Committee on Veterans' Affairs,
Subcommittee on Education, Training, and Employment,
Newark, NJ.

The subcommittee met, pursuant to call, at 8:50 a.m., at 970 Broad Street, Newark, N.J.

Present: Representative Florio (presiding), Mr. Daschle.

OPENING STATEMENT OF HON. JAMES J. FLORIO, A REPRESENTATIVE IN CONGRESS FROM THE STATE OF NEW JERSEY

Mr. Florio. Ladies and Gentlemen, I am going to commence. We have not yet been able to ascertain whether the plane has arrived from Washington because of the clogged connections on the telephone system, as well as apparently clogged connections in the airlines; so we are going to do this out of respect for the schedules of, particularly, our witnesses. Our first witness, who we are pleased to have with us, is Mayor Gibson.

We are going to initiate and commence the hearing, and then if Chairman Daschle arrives, we will certainly recognize him and allow him to proceed.

I would like to welcome all in attendance to this congressional hearing of the Subcommittee on Education, Training, and Employment of the House Veterans' Affairs Committee. This is an official committee hearing of that committee to be conducted in accordance with the rules of the Congress of the United States and it will, of course, be so conducted.

The Emergency Veterans Job Training Act, Public Law 98-77, has employed nearly 30,000 veterans nationally. These are hard figures which have been validated by the Veterans' Administration and the U.S. Department of Labor. These are impressive figures, and they represent the largest employment and training effort ever to be aimed at Vietnam- and Korean-era veterans. In the words of the veteran, the program is working.

I am proud to have been one of the cosponsors of the original legislation which created the Emergency Veterans Job Training Act, and I am proud also to be a sponsor of the Veterans Employment Amendments of 1984, H.R. 1408, introduced by Chairman Daschle from South Dakota. His determination, his sensitivity to the needs of hundreds of thousands of still-unemployed veterans are impressive and recognized by all. I am confident that we will be able to enact into law H.R. 1408, which would make some changes in the program that I think will be beneficial, particularly the change that would lengthen the program, reauthorize additional funds, and lessen the unemployment period which a veteran must endure before becoming eligible for the program. This will allow more veterans to take advantage of the benefits offered.

We are gathered here today in the largest city of New Jersey, in Newark, and I think it is probably appropriate that we be here because Newark, as some of our other urban areas, is an area of continued, high unemployment, and to examine the implementation of the Emergency Veterans Job Training Act here in Newark, New Jersey, is, I think, symbolically significant.

In a sense it sends out the message that not all States and not all areas of all States have benefited equally from this program; and it is my hope that we can examine some of the reasons why that is the case toward the end of making programmatic corrections, if necessary, or to ensure that we have equal application of the program across the entire country.

Several areas of specific concern have prompted my request of the chairman to conduct these hearings. I am concerned about the relatively poor performance of my State with this program. For example, as of the end of last month, 324 veterans have been matched, that is as of the 20th of April, and that represents a very poor percentage of the certified veterans. It is my understanding that the VA has certified as of that same time, 4,013 veterans as eligible for the program. That leaves New Jersey, unfortunately, as the 49th worst State out of 50 in terms of the performance of matching veterans with jobs under this program.

There is a question then as to what it is that we are doing to reach out to have veterans placed in these jobs, because there is no doubt in my mind that we have numerous veterans who are in need of employment opportunities. We have numerous job opportunities, but somehow the connection has not been made.

I am also equally concerned with the provision in H.R. 1408 that will have the effect of relaxing the unemployment requirement, which is a beneficial change. But the concern is that if we are not having appropriate matching taking place now, we can expect with the relaxation of this requirement there will be more veterans eligible and, therefore, this greater caseload, this greater workload, should be an inducement to have more matching. But the record to this point has not been all that we had hoped that it would have been.

I will put the rest of my statement in the record,[1] and will anticipate that the chairman will be here, and if he is not, I would ask unanimous consent that his statement be placed in the record at this point.[2]

I am very pleased to have as our first witness the distinguished mayor of the city of Newark, someone who, for a long period of time, has been particularly committed to economic development in general, but certainly job-creating initiatives in particular has been one of the things that he has been most committed to in a very long and distinguished career. So I am now pleased to welcome to our committee the Honorable Kenneth Gibson, mayor of the city of Newark.

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[1] See p. 63.

[2] See p. 55.

Mr. Mayor, we welcome you to our committee. Your statement will be put into the record in its entirety and you may proceed as you see fit.

STATEMENT OF HON. KENNETH A. GIBSON, MAYOR, NEWARK, NJ

Mr. GIBSON. Thank you, sir.

I want to, first of all, express my appreciation for being allowed to come before the committee, the subcommittee, and to extend a welcome. It is unfortunate that Chairman Daschle is caught up in the swirling airline and traffic problems that we have had this morning, and I wish that you would extend to him our sincere welcome to our city.

Of course, Congressman Florio, we are, in the city of Newark and, as you know, in the State, always proud to welcome you.

The city of Newark obviously is the largest city in the State, as you have pointed out. We are quite proud to have the committee come to Newark. We are proud to have the Peter Rodino Federal Building in the city of Newark. We hope that Newark will be a comfortable place in which you will conduct your hearing and your work while you are here. Your mission, of course, is a serious one, and very, very important. Congress took the time to enact the Emergency Veterans Job Training Program and appropriate $150 million for its implementation in 1983. It was, of course, intended to find jobs for our chronically unemployed Vietnam-era veterans and Korean conflict veterans. Now, almost 2 years later, some States have not performed well, and you want to know why, and you should know why.

Unfortunately, one of the worst performances, as you have pointed out, has been by New Jersey. In fact, only Massachusetts, as I understand it, has done worse than New Jersey. You have a right to investigate and find out why the State of New Jersey has only met approximately 32 percent of its goal of placing 981 veterans into jobs. If there are indeed, as you have pointed out, over 4,000 New Jersey veterans qualified for the program, and based on our information over 4,000 New Jersey jobs available and eligible, why have they not been matched in at least those 981 cases. The program has worked so well in the rest of the Nation, why is New Jersey failing its unemployed veterans?

It is my hope that during the course of your hearings you will uncover the cause for New Jersey's poor track record and direct an immediate remedy so that our veterans can receive the employment opportunities they have fought for and that they obviously deserve.

Again, Congressman Florio, we are pleased that you are conducting these hearings in Newark, and we wish you well in your proceedings. And I thank you again for inviting me and allowing me to come before the committee.

[The statement of Mayor Gibson appears on p. 63.]

Mr. FLORIO. Thank you very much, Mayor.

As you have indicated, the record has not been as good as it could be.

Might I say at the outset, the purpose of the hearings today, and I am sure you can identify with this, is not to point blame for the sake of pointing blame, but rather to ascertain where the system is not working, if in fact it is not working. In so many areas there is intergovernmental communication, or sometimes miscommunication, between levels of government. We want to see if we can find out if there is miscommunication that can be corrected between the Federal level, the State level, and the local job service placements. We had in my county not too long ago what we spoke of as an Operation Match. It was a private operation. We had the cooperation of the State people, the Federal people; we had some local veterans organizations; and we had a good number of veterans that came out for the first time to find out about the program. A number of people got jobs out of that experience. That was sort of an ad hoc outreach initiative that had been put together at the urging of some local veterans organizations and it was successful.

One of the things that I testified before this committee in Washington about was the need to perhaps institutionalize outreach. And I think you, Mayor, can particularly relate to the need for outreach in almost all of our human services and job programs, because it makes no sense to have a program, whether it be a senior citizens' nutrition program, or day care program, or job program for veterans, if people aren't aware of the existence of the program and if they don't know how to go about finding out in detail. So outreach is a very vital component of all the programs that we put into effect. So we are going to be going through the course of today's hearing with the goal to achieve better communication and to achieve some sense from those people out in the field with hands-on experience as to what it is that we can do to make this program operate. It is a sad thing, I think, to find a program like this expiring, as this one is, with money left over when there is an unquestioned need for the program's functioning, that is for jobs; and, therefore, there is something that is amiss and we are hopeful that we can determine what it is.

But I want to express my appreciation for your presence here today, not only your welcome, but your presence in that it indicates that someone who has been identified for a long period of time with job-creation initiatives, someone who, and I have heard you say this, who feels that if you provide people with jobs that are meaningful, that go to the question of someone's self-worth, that many other problems can start to solve themselves. And I think that that is a commendable philosophy that we try to incorporate into many of our legislative programs.

So, Mayor Gibson, thank you very much, we appreciate your presence.

Mr. Gibson. Thank you.

Mr. Florio. I would like to announce that Chairman Daschle's flight was delayed, but he is on his way and he is expected to arrive at Newark Airport at 9:15. So, if the traffic is any better than it was when I traveled here he may be here at noontime. But we are hopeful that the chairman will be here before too long.

I would like to ask Mr. James Purdy, director of the VA regional office out of Newark, NJ, to come forward; and Ms. Alice Peggues, the veterans service officer of the VA regional office of Newark, NJ, to kindly come forward.

I would like to welcome you both and to express my appreciation not only for your participation here today, but for the longtime assistance that you both provided, not only to my office, but I assume to all other congressional offices in the region. Your assistance has been invaluable in providing me, as a Congressman from my district, with the capability of servicing the needs of veterans in the southern portion of the State. And I am pleased to always, but hopefully the reports have gotten back to you, I am pleased to always point to you, and your offices, and your operation when I hear derogatory comments about Federal bureaucrats, that the stereotype that exists sometimes is so totally out of sync with the reality that it is valuable for some of us to be able to point to specific life, flesh, and blood examples of how Federal officials and the Federal bureaucracy in fact is working for the benefit of the people who are the constituents of the organization. So I appreciate your participation here. Your statements will be made a part of the record in their entirety, and you may feel free to proceed as you see fit.

Mr. Purdy, perhaps we may hear from you.

Mr. Purdy. First of all, Congressman Florio, we want to thank you for allowing us to participate in what we believe is an historical event.

I am going to defer at this time to Mrs. Alice Peggues who handles the day-to-day operation. If she would like to read parts of her prepared statement, she may do so, and then I will have a few remarks since my statement will also be fed into the official record.

Mrs. Peggues. Thank you. I believe everyone has read the testimony, so I will not read it, but I do have quite a bit of information here that I can answer questions, should the need arise.[1]

STATEMENT OF JAMES PURDY, DIRECTOR, VA REGIONAL OFFICE, NEWARK, NJ, ACCOMPANIED BY ALICE PEGGUES, VETERANS' SERVICE OFFICER, NEWARK, NJ

Mr. Purdy. There are just a couple of items, perhaps, that I should elucidate upon. I would like to set the record straight.

The function of the Veterans' Administration regional office, succinctly stated, is as follows:

Public Law 98-77 charged the Veterans' Administration regional office with the secondary responsibility of implementing said training act in the following manner:

No. 1, reviewing and recommending approval of employer contracts written by the New Jersey Division of Employment Service.

No. 2, conducting an outreach and public information program.

No. 3, coordinating with the State director, U.S. Department of Labor, Veterans Employment and Training Service, for information and referral services and training programs for local State employment service personnel.

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[1] The prepared statement of Ms. Peggues appears on p. 82.

Now, to fulfill that mission I would like the record to show that my office mailed out 65,000 pieces of first-class mail throughout the State of New Jersey, coordinating same through the State chamber of commerce and the local branches, and to private employers, the list of which we compiled.

That was supplemented by numerous statewide press releases. We have attempted to invade areas that heretofore have not been approached on a mass basis, such as the pharmaceutical industry, the printing and media industry, and the entertainment industry. With regard to the latter, we recently put on a mammoth show at the Trump Casino in Atlantic City because we felt that with 10 casinos in operation down there, and more to follow, that it would have been a wellhead of possible employment.

We are pleased to say that at the conclusion of the program, we signed up approximately four or five new employers at that time. We are staging another show at the same place this coming Sunday. We will again distribute the employer applications because they are still eligible to apply up to September 1, 1985, although the program for veteran employees, or potential employees, terminated as of the end of February.

Mr. FLORIO. I think for the record, and for those in the audience who are not aware of it, that in part is the thrust of Mr. Daschle's legislation, so as to extend the program so that those who are signed up would still continue to be eligible if the legislation is passed, and I thank you for that.

[The prepared statement of Mr. Purdy appears on p. 64.]

Mr. PURDY. At this time, Congressman Florio, I would be glad to respond to any questions that you may wish to put to me or to my assistant, Mrs. Peggues.

Mr. FLORIO. Thank you very much.

The main thrust of the questions that I want to ask is designed to reconcile what appears to be differences in not only conclusions as to objective facts—how many people are certified, how many jobs are available—but also to try to understand the procedures that are being followed that have resulted in these different conclusions.

As I mentioned to Mayor Gibson, if there is a lack of communication in one respect, it may very well be that there is lack of communication in other respects and that may be in part the cause of the State's less than effective implementation of this bill.

For example, I would like to know, based on the most current statistics for the State of New Jersey, how many veterans have been certified as eligible to participate in the program, according to your records?

Mr. PURDY. OK. Since Mrs. Peggues has compiled these, and since she has her records, which are just like mine, I would ask her to respond.

Mrs. PEGGUES. We have certified 4,497 veterans to date.

Mr. FLORIO. So there are 4,000?

Mrs. PEGGUES. 4,497.

Mr. FLORIO. How many employers have been certified?

Mrs. PEGGUES. We have approved 729 employers, for a total number of job slots of 4,469.

Mr. FLORIO. 4,469 job slots.

Mrs. PEGGUES. Yes.

Mr. PURDY. 4,497, it should be.

Mr. FLORIO. OK.

Mrs. PEGGUES. 4,469. Now, out of that we receive credit for several national approvals, because the national office is located in the State of New Jersey. So, when you subtract the national numbers, you would have approximately 2,600 jobs available for the veterans of New Jersey.

Mr. FLORIO. 2,600 available for them.

Can you explain to me the significance of the difference that you just talked about, national jobs versus the New Jersey jobs?

Mrs. PEGGUES. OK. Burns Security is a national organization. Their home office is in New Jersey. Now we contacted that office and we wrote the contract because it was a national concern. We ended up with 1,700 commitments. Out of that there are about 50 that belong to New Jersey. The rest are spread out all over.

Mr. FLORIO. I understand. So a comparable situation from the other end of State is you contacted Campbell's Soup, which has its national corporate headquarters in Camden, New Jersey, and they committed to 200 jobs, but 10 of them for New Jersey, and 190 were somewhere else, the 10 would be credited New Jersey, New Jersey jobs.

Mrs. PEGGUES. Right.

Mr. FLORIO. So that we are talking about 2,600 New Jersey jobs have in fact been certified.

How many veterans have actually been matched as of this point?

Mrs. PEGGUES. Well, the last report that I received May 1, told us that there were 339 veterans on roll as of April 30, and 324 individual job commitments. So you may have an employer that has three slots for one job, so he has hired three veterans, but it is still the one job. So that is why you have 324 job commitments, 334 veterans enrolled.

Mr. FLORIO. 339, you mean?

Mrs. PEGGUES. 339.

Mr. FLORIO. OK. I just wanted to make it clear. We are not talking about 650, we are talking about 339 individuals who have been matched with jobs, but the 324 number is the——

Mrs. PEGGUES. The number of jobs that are filled.

Mr. FLORIO. I see.

So the outside, the maximum number, is 339?

Mrs. PEGGUES. Right.

Mr. FLORIO. In testimony that was presented to the subcommittee earlier this year and last year, there is a substantial discrepancy in the number of veterans who have been employed in New Jersey under the program. For example, last September the subcommittee was told that 320 veterans had been placed under the program in New Jersey. Now, as of May, we are talking about 339 veterans.

Does that mean in the 8 months that have gone by that we only have 19 more veterans that have been placed?

Mrs. PEGGUES. Our report for the end of September, September 30, told us that there were 208 veterans enrolled, 200 jobs committed.

Mr. FLORIO. 200. Your numbers then for—our hearing was September 21. Now we understood there were 320. Your records tell you 208?

Mrs. PEGGUES. Yes.

Mr. FLORIO. OK. Do you have any idea how that discrepancy—are there different ways of calculating from the State and the VA? Are we using the same system? Presumably we are using the same system.

Mrs. PEGGUES. Well, it is possible that that could be the total number referred and not actually hired. I'm not sure how that figure came about.

Mr. FLORIO. Well, isn't there a standardized process in terms of making a determination for matching? I mean referrals don't result always in jobs.

Mrs. PEGGUES. Right, yes.

Mr. FLORIO. You can defer——

Mrs. PEGGUES. I would defer the answer to that to Mr. Scull.

Mr. FLORIO. All right. We will hear from Mr. Scull later.

Mr. PURDY. If you refer to my exhibit E, you will see that we have a built-in confirmation process.[1] We have a dollar figure attached to the actual number of confirmed placements, and that is the bottom line. Gainful jobs for veterans having been placed in gainful employment. Those are the only figures that my office can provide you with.

Mr. FLORIO. In testimony that we are going to receive later, that we have already had the opportunity to read, the Department of Labor in New Jersey indicates that 430 veterans have been matched and employed. And according to the U.S. Department of Labor, 545 veterans have been matched and employed. We will get to the bottom of this discrepancy, I assume, before the end of the morning, but have you got any information as to why you are working off of 339, another agency is working off of 430, and the U.S. Department of Labor is working off of 545?

[No response.]

No, OK.

Last July, nearly a year ago, all Veterans' Administration Directors as well as all State Directors of Veterans Employment and Training and Job Service officials were directed to prepare a work plan for this program, clearly defining the roles and the relationships of the various agencies. Can you tell us the specific responsibility among the personnel of the participating agencies contained in the work plan for New Jersey? Which agencies are specifically responsible for which aspects of this program?

Mr. PURDY. I think the function of the Veterans' Administration Regional Office is spelled out in my statement here. We have the secondary responsibility of helping to implement the program. The basic contract was developed by the Labor Department. My office, in turn, would make a determination that those veterans and those employers who ultimately applied pursuant to those contractual guidelines, met the criteria. Once that determination was made, I then signed off on the approval letter. You have copies of the letter of approval to the employer. And once the certificate of eligibility for the eligible veteran was received, we then photostated that and we mailed a copy of the certificate of eligibility, as indicated in my statement, to the U.S. Department of Labor, Labor and Industry Building, room 1106, in Trenton, NJ.

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[1] See p. 89.

Mr. FLORIO. In your capacity of reviewing the jobs, might you be able to give us a brief review or overview of the types of jobs, job classifications, that have been approved in New Jersey?

Mr. PURDY. I think Mrs. Peggues can give you a more comprehensive answer, but they run the gamut from warehousemen to tellers in casino cages to security guards to paramedics. It runs the gamut of human endeavor.

Mr. FLORIO. The reason I ask is because there has been some suggestion that the reason for the less-than-good record in New Jersey is because the jobs that we have been referring are highly technical, certifying or highly technical in nature, and that there has been some suggestion that the unemployed veterans are not up to, either temperamentally or skill-wise, up to the standards that are being met.

Can you give us some sense of the nature of these jobs as well as your observation on the validity of that type of an analysis?

Mrs. PEGGUES. Yes, sir.

I have here my computer listing which gives the name and category of every job that we have approved so far. We have sales manager, retail trade; we have machine assembler; we have programmer; we have die-cutting machines; we have a truck mechanic; maintenance repairers; truck drivers; warehouse supervisors; test technicians; managers; we have McDonald's.

Mr. FLORIO. Well, I mean, that seems to be a fairly broad cross section that is not uniquely technical; and you have certified 4,497 veterans as eligible for this program. You have also certified the jobs. Is there any particular reason, Mr. Purdy, why that cross section of veterans would be somehow uniquely unqualified for the scope of jobs that you have certified?

Mr. PURDY. Sir, that question comes when I really have no information at my disposal at this time to give you an answer.

Mr. FLORIO. When a veteran is certified, who do you notify and why? How long does it take to go through the notification process when a veteran is certified?

Mrs. PEGGUES. Once his application has been approved we enter the information into our computer system. The Certificate of Eligibility is furnished by our data processing center out in Chicago. They also send us, the Regional Office, a copy of that certificate.

Mr. FLORIO. Are you forwarded copies of the eligibility certificates for each of these veterans to the United States Department of Labor?

Mrs. PEGGUES. Right.

Mr. FLORIO. According to the N.J. Department of Labor, there is a 4 to 5-month lag between when the veteran applies for program eligibility and when the State is notified of the veteran's certification. The State has made this representation.

Can you explain why?

Mrs. PEGGUES. We have had——

Mr. **Florio**. First of all, if it is factual; and if it is the case, why is there a delay in the State being notified?

Mrs. **Peggues**. OK. We have had delays in approximately 5 percent. That is because the veteran may send us the application along with the photostatic copy of his separation documents. We are not allowed to use photostatic copies. We must have the original, or as certified by the county clerk.

In other instances the veteran has told us he doesn't have his documents. Therefore, we have to go to the military to verify his service. That takes anywhere from 90 days to 6 months.

The certificates of eligibilities are only issued twice a month by our data processing center.

Mr. **Florio**. A question about referrals and things being in the pipeline. We have heard that in fact there are numerous veterans certified as eligible who are somehow in the pipeline and that these individuals should be included as being matched. Is that your posture, in terms of what the law requires? When is a match a match, in terms of being capable of having you sign off on it being certified. What do you require to have a match effectively signed off on?

Mrs. **Peggues**. When we get the notification from Houston, where our central processing section is, that they have answered the notice of intent, they have informed the employer that they have accepted that particular contract, they have notified the employer of his responsibility as far as reporting training, and then they notify us that the complete application is approved. They set aside the total amount of money, and then it becomes another statistic as a match.

Mr. **Florio**. In other words, there has to be an employment contract of some sort?

Mrs. **Peggues**. Right.

Mr. **Florio**. That the employer and the employee are together; theoretically the employee is on the payroll and is in part of this problem, part of this procedure?

Mrs. **Peggues**. That is correct.

Mr. **Purdy**. If I may, that Texas process is the confirmation that it has been a fait accompli, because it is there that the money is obligated to meet the contract.

Mr. **Florio**. The last point is this question about what is a reasonable period of time, if we can generalize, for this pipeline process to take place? That is, say that the employee, the potential employee, is referred to a certified employer; what can we expect as a reasonable period of time within which a determination is made that the employee has, in fact, been matched? Can you give us, perhaps, a reasonable period of time and the length of time, maximum, minimum? One assumes it can be done very quickly, but there may be situations where it takes much longer.

Mrs. **Peggues**. If the employer interviews the veteran and determines that he wants to hire that veteran, he then places him on the payroll. He fills out his Notice of Intent. He sends that to Houston. Houston takes approximately 5 or 6 days to notify the employer back that they have accepted that veteran.

Mr. **Florio**. So then there is no reason why somebody should be in the pipeline after a referral for more than 5 or 6 days?

Mr. **Purdy**. No.

Mrs. PEGGUES. No.

Mr. FLORIO. The employer and the employee come together and the decision is made to hire the person or not to hire the person, and if the person is hired, 5 days after that, let's assume 2 weeks after that as the outside, that somebody should know if the match has been made.

Mrs. PEGGUES. We know within 5 days.

Mr. FLORIO. That is very helpful. Thank you.

Mr. PURDY. Mrs. Peggues has already mentioned the fact that perhaps 5 percent may get caught in the pipeline.

Just to illustrate, if we have to go out for further development to ascertain that the veteran has, in fact, received other than a dishonorable discharge, so that he becomes eligible, when the military sends us his records they may send us a microfiche copy. Sometimes we can't even read that. So we've got to go back again and tell them, "Hey, we can't read this. We don't know whether he was honorably discharged or not." This will take considerable time. It could take 5 or 6 months. However, it is only a small percentage of the overall veteran applicants that we have.

Mr. FLORIO. Mr. Purdy, for the record—I am aware of it, but for the record, can you tell us what States are in your region?

Mr. PURDY. Well, we go all the way from Florida to the Canadian—the Eastern region consists of 21 States.

Mrs. PEGGUES. No, 20.

Mr. PURDY. Oh, 20.

Mr. FLORIO. So it's the eastern seaboard States?

Mr. PURDY. Right.

Mrs. PEGGUES. Yes.

Mr. FLORIO. My understanding is that Massachusetts has a worse record of placement than does New Jersey, but they rank 50th and 49th. I assume that in some of those States you have better records.

Can you give us some sense of direction to explain the varying performance records between the States?

Mr. PURDY. I really can't. I am going to ask Mrs. Peggues just to quote some of the figures that will go into the record. However, having served in the Boston Regional Office, I know that the veteran population up there does not compare with the size of the veteran population of the State of New Jersey. We have approximately 942,000 veterans. The Commonwealth of Massachusetts has approximately 400,000 veterans. So this could explain part of it, but other than that I do not have an answer.

Mr. FLORIO. Well we are going to hear later in the hearing from representatives from the VFW and the American Legion, and I am sure that they are going to reinforce the point, but I think that many of us know that we have a sizable veterans' population in the State of New Jersey, one of the more sizable veterans' populations. And I think they will probably reinforce my own observation that we have a good number of unemployed veterans in our State that are in need of the types of services that this program provides.

Let me just ask if there are any other points that you would like to bring to our attention on this subject, or anything that you would like to suggest by way of action of this committee?

Mr. PURDY. Not really. At this time I would suggest again that there be a concerted effort on the part of the State, the county, of course, and the Federal Government to approach those areas that have not been approached before. We are the pharmaceutical haven of the world. I think it is right for approaching. We have approximately 289 publishing companies doing business in the State of New Jersey. I would like to see someone approach them. We have approximately 62 licensed cable television companies in New Jersey, approximately 55 of which belong to CTN, Cable Television Network of New Jersey. If just each of the 55 or just half of them signed up for the program and took on one veteran, right away we have some 27 veterans in that avenue of gainful endeavor. So I think from a coordinated standpoint, we can do much more.

Mr. FLORIO. All right. Let me just say that I am looking forward to being in attendance at the entertainment program that you are going to be having to find veterans with entertainment skills. And I was pleased to hear about the success of a comparable program in the past. Hopefully we will have the same type of success out of the program that you are going to be conducting in the immediate future.

I would like to express my appreciation and the committee's appreciation for your participation and your ongoing cooperation with this committee, as well as with the congressmen that you come into contact with. Specifically my own office and my staff expresses their appreciation for your continuing cooperation.

Thank you very much.

Mr. PURDY. We thank you for inviting us.

Mr. FLORIO. We are now pleased to have a representative from the New Jersey legislature who has been particularly active in veterans' affairs. I know this of my own knowledge. We appreciate having Assemblywoman Jacqueline Walker of the 13th legislative district here, and a participant in our hearings.

STATEMENT OF ASSEMBLYWOMAN JACQUELINE WALKER, 13TH LEGISLATIVE DISTRICT, MATAWAN, NJ

Ms. WALKER. Why thank you, and good morning, Congressman Florio, and I guess there are no other members of the committee here, but I will go on.

You are going to hear a lot of testimony today and people who are experts are going to present you with facts and figures. I am not going to do that. Others can do that much better than I can.

I am a State legislator in New Jersey, and I represent Middlesex and Monmouth County. I deal with people and I try to help them, and that is what I am going to relate to you today.

I want to tell you two short stories about two men, both of them are Vietnam veterans. My testimony is about people and their problems and their struggles. And if I may, and be a little presumptuous, I am going to make a couple of recommendations, if you don't mind.

In relationship to this Emergency Veterans Job Training Act, let me tell you the story of one Vietnam veteran who is certified for veterans job training. He was unemployed for over 15 weeks. He was placed with an employer and a contract was written up. The job title he was to assume on his contract said "environmental contract, environmental control, specialist installer." The contract was sent to the VA. After 3 weeks it was kicked back to the employer because the job title needed to be changed to "Sheet Metal Installer."

The veteran was upset because he wasted 3 weeks and he was facing another 3-week delay to correct the situation, and all he wanted to do was get to work. The employer was disgusted because he needed an employee now and he had to wait 3 weeks and another possible 3 weeks for the thing to come back again.

Now I ask you, couldn't this have been handled with a telephone call? The employer wanted to withdraw from the program. It was a disaster.

The second case is really even more tragic than that. The man involved, his name is Jack Farley, and he served in Vietnam until 1969. He had a service-related injury which qualified him for 10-percent disability and $66 a month. It took him 1½ years after he came home, but he finally got a job as a meat cutter apprentice with Acme. Eventually he was laid off because of automation. Prepackaged meat was being brought in all prepared, cut and wrapped in boxes from plants out West. After 2 months he secured a job with an A&P. He stayed there until 1981. Automation hit him again. Precut chickens were brought in already weighed and packaged; wrapping machines were used for meat; 101 men were left looking for work as a result.

Mr. Farley was out of work for 4 months until he took a job with Shoprite. Unfortunately that only lasted 4 months because the Shoprite was in a seasonal shore area. Next he applied to the Post Office, and he worked there until 1 day he lifted a heavy package and his injury kicked up. He was assigned light duty, but these relapses kept occurring. The Post Office's doctors ordered x-rays, and 10½ weeks later he received the results; his Army injury was worse than originally anticipated. He began to miss days because of this and finally went to the VA Hospital in East Orange.

When he reported back to the Post Office the pain persisted and he was again examined by the Post Office staff doctors. Eleven weeks later he received a letter of proposed removal from employment because of these Army-related injuries. Mr. Farley has not received a paycheck since October 1982.

From this point on Mr. Farley worked on getting his disability increased. He wandered from agency to agency seeking help. He went to every State agency he could think of and every veterans group that he thought might help him. Meanwhile he lost his home. He and his wife had to move in with his mother. His wife was able to find a job, but it didn't pay very much. He tried to go back to meatcutting, but the cold aggravated his already worsening condition.

The point of this story is simple: In all of this veteran's wandering, nobody told him about the Emergency Veterans Job Training Act, and I don't understand why. Only the New Jersey Veteran—Vietnam Veteran Leadership Program finally gave him this information.

These veterans appreciated that parade over in New York that was given to them. But I am going to tell you what they could appreciate a lot more, and that is a job. They don't need bureaucracy. Why can't bureaucrats look at a job contract and realize that it represents a human being? Don't keep sending these contracts back and forth because the terminology isn't correct or because a "t" isn't crossed. Put the veteran to work. Make him feel like a human being again.

I have, really, three simple recommendations. I don't have a lot of answers, but I have three recommendations based on work that is done in my office and the kinds of problems that we face on an everyday basis.

No. 1, we would like to see these requirements lowered from 15 weeks to 4 weeks or to 6 weeks.

No. 2, fast track these veterans contracts so they don't take as much time.

No. 3, for goodness sakes, if we're going to have this program and if we are spending $115 million, let's get the message out about the Emergency Veterans Training Act so our eligible veterans can apply. When people don't know about the program, they can't use the benefits.

Out of 25,000 veterans nationwide, according to my information, a little over 300 were placed in New Jersey. We have the second lowest enrollment in the United States. I have been thinking about this for quite a while, and I wanted you to know here today, and that's why I came, that I am going to ask the speaker of the New Jersey Assembly to look into this situation and exactly why this is happening in New Jersey and why we have such a low enrollment in this program. And I would be glad to ask the speaker to investigate this matter through the assembly oversight committee and share the findings with this committee.

Basically, that's all I have to say.

Mr. FLORIO. Let me just express my appreciation for your testimony which really does put the human dimension into perspective. If we talk about governmental programs, we talk about bureaucracy, we talk about regulations and system's, and of course it all comes back to people. And your example—and I noted some of the officials writing down the name of that individual——

Ms. WALKER. Good.

Mr. FLORIO. And if nothing else comes out of this committee—and I am hopeful that much more will—if nothing else there will be an effort to reach out to those individuals, or at least the individual you talked about, to see how it is that we can deal with the human problems associated with some of the deficiencies in the program, as represented by statistical results which have not been as impressive as they could be.

Ms. WALKER. Right.

Mr. FLORIO. I think it is important to note that we have Mayor Gibson here from the city of Newark. You come from the Bayshore area, which again is an economically depressed area in some of its towns. I represent the city of Camden, which has an extremely unfortunate employment situation. So in the midst of all of the talk about the economic boom that we are in not only in the State, but across the country, we cannot lose sight of the fact that there are substantial pockets, geographic pockets, and population pockets of people who are not taking part in this boom.

Likewise, your recounting of the experience of the gentleman who has been put out of office as a result of changes in technology and automation, again is a good example of something that is happening on a massive level around this country, or a massive scale around this country. As the economy is changing from a labor-intensive, manufacturing oriented economy, into a service, knowledge-based, capital intensive system, there are lots of people that are falling through the cracks.

It is interesting to note that the automobile industry is one of our stellar performers in the economic boom. Well, there are about 100,000 auto workers who have not gone back to work from the recession of just 4 years ago. With full productivity those workers have somehow been left out. They have been replaced by robots or by overseas imports or whatever. So there is a need for us to be focusing on this whole question of job retraining in general, and specifically with regard to veterans who have not participated in the economic boom.

I am pleased to report to you that the legislation that we are considering will adopt one of your recommendations; that is the reduction in the unemployment period, down to 5 weeks from the existing period of about 15 weeks.

Ms. **Walker**. Good.

Mr. **Florio**. So that is, I think, encouraging from the standpoint of making more people eligible.

You may have heard, or perhaps it was testified to before you got here, that we got some sense of this lag period. And the representation has been made that the system as it is now should entail no more than 5 days between the point of the employer and the employee being hooked up and the approval of the contract.

Now, we will follow up to make sure that that is the case. That may be the goal, it may be the aspiration. We have the information that that is the case. We certainly will verify it and see how that squares with your experience and the experience with your constituent, and get to the bottom of that.

We would also be pleased to cooperate with the legislature, with the administration here in New Jersey, to find out and get to the bottom of why New Jersey's record in this area doesn't appear to be one that we can be particularly enthusiastic about, to get to the point of making recommendations of changes. As we had this morning, there seems to be some discrepancy in terms of computing. We've all got to work off the same numerical base, the same numerical system, in order to make sure that these programs are performing or not performing so we can make corrections. We cannot operate this system as the utilities operate with one set of books for the regulatory agency and another set of books for the shareholders. We all have to look from the same system so that we can know what it is we are talking about.

I would just express to you my appreciation for your participation. And you will rest assured that we will continue to keep you informed and would like to anticipate that you will do the same thing with regard to your interest in this program.

Ms. **Walker**. Will do.

Mr. **Florio**. Thank you very much.

Ms. **Walker**. Thank you.

Mr. FLORIO. We are pleased again to give you the up-to-the-minute report. Mr. Daschle is at the airport and called in here at 9:30, so he should be here before too long.

We are now going to hear from our representatives from the Veterans Employment and Training Program, the U.S. Department of Labor, Mr. Leon Scull, who is the State Director. He will be accompanied by Mr. Alan Grohs, who is the Assistant Director of Veterans Employment and Training of the U.S. Department of Labor.

Gentlemen, we welcome you to our committee. As with all of our witnesses, your statements will be made a part of the record in their entirety. You may feel free to proceed as you see fit.

Mr. SCULL. Thank you, sir.

Mr. FLORIO. Thank you.

STATEMENT OF LEON SCULL, STATE DIRECTOR FOR VETERANS' EMPLOYMENT AND TRAINING, U.S. DEPARTMENT OF LABOR, ACCOMPANIED BY ALAN GROHS, ASSISTANT STATE DIRECTOR FOR VETERANS' EMPLOYMENT AND TRAINING, U.S. DEPARTMENT OF LABOR

Mr. SCULL. Thank you, Mr. Chairman. Thank you for this opportunity to appear before you to discuss the implementation and the administration of the Emergency Veterans Job Training Act of 1983 by the New Jersey Job Service.

Joining me this morning, Mr. Chairman, is Mr. Alan E. Grohs, the Assistant State Director for Veterans Employment and Training, who from time to time during this presentation I am sure I am going to defer to.

Mr. Chairman, the U.S. Department of Labor, Veterans Employment and Training Service, is responsible for the functional supervision of the veterans services program through the New Jersey Job Service. Our role consists of, but is not limited to, the following:

One. To assist in securing and maintaining current information as to the various types of employment and training opportunities available to veterans.

Two. To promote the interest and employment of employers and labor unions in employing eligible veterans.

Three. To provide information to employers, labor unions, and veteran organizations, keeping them advised of those eligible veterans available for employment and training. And keeping eligible veterans and other eligible persons advised of employment and training opportunities.

The Veterans Employment and Training Service has recently assumed the responsibility for the Veterans Reemployment Rights Program. Under this program recently separated veterans returning from tours of active duty may be eligible for reemployment rights. These rights, Mr. Chairman, include reinstatement with the employer the veteran left during military service, and all benefits of seniority that has accrued during the military service.

Reservists and members of the National Guard who have completed tours of active duty and inactive duty for training may also have reinstatement rights with their former employers.

Mr. Chairman, in New Jersey we have 26 full-time local veteran employment representatives and are authorized 53 disabled veteran outreach positions, better known as DVOP's.

The responsibilities of these individuals is to address 100 percent of their time to the employment and training needs of veterans. Some of the positive efforts taken to insure EVJTA program success on the part of New Jersey Job Service include the following activities:

No. 1, a general mailing was made to all New Jersey employers informing them of the advantages of the EVJTP.

No. 2, in addition to the mass mailing, each office, each local office made additional mailings to employers in their particular local areas.

No. 3, the employer relations representative of the local offices and the local veterans employment representatives and DVOP's made visits to employers to sell this program and to solicit OJT positions for qualified veterans.

Several statewide job fairs were held to promote EVJTP in New Jersey, Mr. Chairman. On June 15, 1985, the first job fair was held in West Orange, at the New Jersey Tooling & Machining Institute. This was followed by other job fairs of varying success held in Newark under the auspices of Senator Frank Lautenberg, and at VFW Post 4591 in Hasbrouck Heights. Another job fair was arranged under the joint leadership of yourself, Mr. Chairman, the Veterans' Administration, and the New Jersey Job Service. This fair was held at Camden County Community College on March 11, 1985.

Mr. Chairman, in June 1984, the month was proclaimed "Hire a Veteran Month" by the Governor of New Jersey, as it was throughout the Nation. In connection with the gubernatorial proclamation, many counties and municipalities also issued their own proclamations in support of the program. Newspaper and other major media coverage was extensive, really extensive.

Following the June 1984 "Hire a Veteran Month" campaign, further public information and outreach to veterans was launched. Tapes were sent to us from the U.S. Department of Labor, Veterans Employment and Training Service, for distribution to local radio and television stations. Followup contacts were made by the Veterans Employment and Training Service staff in New Jersey to encourage their utilization.

The State of New Jersey conducted several "peer training sessions" throughout the State on recommended EVJTP operational procedures. One local veterans employment representative who had worked as a coordinator with the Veterans' Administration, and who was very successful with the program in her area, provided the training.

This month, on May 28 and May 29, we are going to have local DVOP training which will be held in Mt. Laurel, the Hilton Hotel in Mt. Laurel, NJ. The training will focus on services to veterans with emphasis on a strong last effort for EVJTP.

I want to say, Mr. Chairman, that the New Jersey State Job Service has made a signficant contribution to this program. As of May 10, 1985—and the record will show, and I heard it this morning at 545, as of last night we can add another 4 on there—549 eligible veterans have been placed in the jobs under this program, as reported in a manual count supplied to me by the employment service on a weekly basis.

Mr. Florio. You mean in 10 days we have gone from 339 to 549?

Mr. Scull. No, sir. I don't have that.

Mr. Florio. Well, you heard the VA testify that as of 10 days ago, 15 days ago——

Mr. Scull. We can examine that wrinkle very shortly, Mr. Chairman. We don't have that figure at all; ours is a manual count.

This achievement is commendable when you consider that this program was an emergency program designed to combat extremely high unemployment.

In New Jersey the unemployment rate has consistently remained between 5.8 percent to 6.2 percent, with the latest projection available indicating the unemployment rate for Vietnam veterans in New Jersey to be 4.6 percent, very low.

So, Mr. Chairman, that is my presentation. And I would be glad to, if I can—if I don't know the answer I will see that you get it—answer any questions that you care to present.

[The prepared statement of Mr. Scull appears on p. 91.]

Mr. Florio. Thank you very much.

I think it would be appropriate for us to recognize the presence of our chairman and to apologize for any inconvenience in terms of traffic or air traffic management problems.

The chairman of the subcommittee, Hon. Tom Daschle.

STATEMENT OF HON. THOMAS DASCHLE, CHAIRMAN, SUBCOMMITTEE ON EDUCATION, TRAINING AND EMPLOYMENT

Mr. Daschle. Well, the apology is mine. I got on a plane this morning at 7 a.m. in Washington and we literally stayed on the ground, on the runway, for 1½ hours waiting for a storm to pass over.

It is an honor for me to be here. Jim Florio has been one of the most active members of our subcommittee, extremely involved in veterans' issues; extremely articulate and understanding of the problems that especially Vietnam veterans are having. It was at his request that I am here. It is also, of course, an honor for me to be in Peter Rodino's district, in a building named after him.

The jobs program that we are talking about today, in my opinion, is potentially one of the most successful programs available to unemployed veterans. We have some questions pertaining to actions we can take to improve it. The full committee marked up H.R. 1408 last week. It will probably be on the floor as early as next week. So this is a very crucial time for us to gain a better appreciation of EVJTA.

The Department of Labor has indicated that across the country in the month of May it hopes that we can accomplish a goal of 3,000 additional placements in jobs with employers. I think that is a goal that we can meet.

Obviously in New Jersey we have seen some problems in the past; 300 matches is not good enough and Jim Florio has done more than any other Member of Congress I know to try to improve that record in the months ahead. He has some very specific ideas about what we can do, and we have tried to implement some of those ideas in H.R. 1408. So I appreciate this hearing.

All of the testimony already given, I can assure you, will be subject to my review and to the subcommittee's review, and will be very helpful indeed in passing the legislation later on this week.

I also have to apologize for not only my belated arrival, but my premature exit. I have a busy schedule in New Jersey today. But I do want to emphasize that this hearing has a great deal of significance as we try to focus on the task before us, and that is passing H.R. 1408, and ultimately incorporating what you have provided us with in the testimony today in a hearing record that will help us get the job done.

So, having said that, and again relating to you the importance of Jim Florio's contribution to this whole effort, let us continue with the hearing at this time.

Mr. Florio. Let me just say the chairman has been very nice in saying some very nice things about me. There is no Member of the Congress that has become more involved in areas of concern to Vietnam veterans than the chairman, not only in job concerns, but I think most of the veterans in the audience know of his lead role in the whole question of attempting to address the problem of agent orange exposure to our veterans from the Vietnam war. So that I think all of us, and we in New Jersey, we regard ourselves as the premier veterans State. We have a substantial portion of our population that is involved in veterans' organizations, and we are very proud of that fact so, therefore, we are particularly sensitive and appreciative of what it is that has been done by the veterans committee.

We had, Tom, I am not sure if you are aware of it, but we had Chairman Montgomery to a function in South Jersey not too long ago, where he heard from representatives from all of our veterans organizations as to their concerns. This program, by the way, was one of their concerns. So that I am appreciative of your presence and what it represents in terms of sensitivity to a very significant concern of the veterans of this area.

Let me return to our witnesses and ask a couple of questions to try to get some clarity on this whole question of mismatching of numbers because that is a very important point. A function of the Congress is oversight. To make sure that we don't just pass a bill and pass the moneys to implement the bill, but to go back and find out if the program is working and to find out if the moneys are being spent correctly. In order to have responsible oversight, we all have to be operating with the same language and with the same frame of reference.

To give as an example, your representation that the projections of unemployment rates for Vietnam-era veterans in New Jersey is 4.6 percent is interesting. We have checked with the Department of Labor, the Bureau of Labor Statistics, and they do not have a way that they can break out the unemployment rate for Vietnam veterans. I am surprised that you have a way of breaking it out, and then surprised about the fact that you find a lower unemployment rate for Vietnam veterans. That is the opposite of the experience in the general population; and that is the opposite of the experience everywhere else.

How do you come by your numbers? How do you maintain that somehow our Vietnam-era veterans are better off than the experience across the country demonstrates—that those Vietnam-era veterans are generally less well off, employmentwise than the general population?

Mr. SCULL. Mr. Chairman, a member of my staff checked with the Veterans' Administration this week. We were supplied projections. There is not an actual unemployment rate for veterans throughout the United States.

Mr. FLORIO. Well, how do you arrive at your projections then?

Mr. SCULL. Well, I will tell you, sir. We were told that there are 207,000 Vietnam veterans in New Jersey. Of the 207,000 196,000 of these Vietnam veterans are already in the labor force. This leaves 9,000, so to speak, unemployed. Now if you will divide 196,000 into that 9,000, we would get a projection of 4.6 percent of an unemployment rate for Vietnam-era veterans. That is how we do it.

Mr. FLORIO. The Bureau of Labor Statistics of the Department of Labor doesn't accept that methodology, does not project these types of things. What is it that makes you feel that this is something—because I am troubled by the impression that somehow we have no problem in New Jersey, and therefore that is the reason why we do not appear to be able to match veterans when our—and I think I speak for a number of people not only in the audience but across the State who acknowledge the fact that we have got a serious problem.

You made reference to the job fair that we had. I mean, we had 700 veterans that came to this thing. These people were there and were very appreciative. They were literally hungering for some type of assistance. The picture that you seem to be painting is that there is no problem.

Mr. SCULL. I did not say there was no problem.

Mr. FLORIO. Well, 4.6 percent.

Mr. SCULL. 4.6 percent is a very low percentage, Mr. Chairman, as you agree. But I would challenge the atmosphere surrounding this bill in New Jersey. As the State Director for Veterans' Employment I think we have a very good record. I have heard it said that we were a failure and that we are next to last in the Nation. The ranking may be true, but let me tell you, sir, that as far as I am concerned—and we work through the New Jersey Job Service because we are simply monitors—I think the New Jersey Job Service has done an exemplary job in getting matches and extending a great effort into this program to make it a success.

We had a total of 981 allocated to us as a quota from our national office in Washington. I think they will agree now in Washington, and I talked with Mr. Shasteen, who I understand you have been in contact with, that these quotas were based on veterans' population. It should not have been based on veterans' population, it should have been on the economic atmosphere of a particular State or region. Now, I may get a jolt out of this and a challenge from many other people, but New Jersey is enjoying a pretty good degree of economic recovery, and I say again that with a 4.6-unemployment it would be somewhat difficult to fill a quota like 981.

Some veterans, can't be placed because their basic skills are lacking. The count of 549 which comes to me every Friday morning from a manual count, differs from the VA. As a matter of fact, the New Jersey Job Service uses an automated ESARS situation here. Let me see if I can refer to my notes here. The employment service—and you will hear from them shortly—are in the forefront of this entire program. They are the firing line. Mr. Tracy, I am sure will address this problem a little later. He shows 430 placements; the VA, as of May 12, and these are the figures I have, they may be updated, show 310; we are working on different matching formulas. I get a manual count.

Mr. **Florio.** Doesn't that in and of itself say something? Doesn't that fact say something?

Mr. **Scull.** You are right, Mr. Chairman. It says something. We have got to get a uniform formula for this thing.

Mr. **Florio.** The program is about to expire and you are advocating that we get a uniform program, a uniform formula at this point?

Mr. **Grohs.** Sure. It is not something new. We were aware of this discrepancy almost since the inception of the program. The discrepancy exists because of the different basis for the count. With the VA counting, as Mr. Purdy indicated, when the money is set aside—after the employer has sent his forms to Houston, the money is set aside.

Mr. **Florio.** What are you counting?

Mr. **Grohs.** The count that we are getting is from the employment service. It is a manual count, a weekly count of matches, which means that a veteran and an employer have agreed.

Mr. **Florio.** Mr. Purdy testified that there is a 5-day lag. He maintains the match period takes place, which you say is your period, and then there is a 5-day lag between which the certification process takes place. That is when he counts.

Mr. **Grohs.** Yes.

Mr. **Florio.** Now you are not telling me that there is 5 days worth of difference between 339 and 549, are you?

Mr. **Grohs.** No; I am not, sir.

Mr. **Florio.** Then I do not understand why this discrepancy.

Mr. **Grohs.** The employer has an obligation to submit certain forms before Mr Purdy's count happens.

Mr. **Florio.** Right.

Mr. **Grohs.** That is 5 days, once the forms are submitted.

Mr. **Florio.** Well, he represented that the forms are submitted, reviewed; the pipeline is a 5-day process from Houston, I think he said, back to him.

Mr. **Grohs.** Yes.

Mr. **Florio.** But still the difference of you're counting off of match, when match takes place; and he is counting off of certification, when the contract has been reviewed and certified; and that is only 5 days. Even worse than that is 339 for you; 430 for New Jersey DOL; and 546. You have got three numbers, three different systems.

Mr. **Grohs.** Yes.

Mr. **Florio.** 339 for the VA; 430 for New Jersey DOL; and 549 for you; all within a 5-day period? That doesn't make any sense.

Mr. GROHS. That is not 5 days. The 5 days is really incidental here.

Mr. FLORIO. Well, then, clarify it.

Mr. GROHS. The VA's count is basically when the payment is authorized. When I say payment is authorized, the money is set aside.

Mr. FLORIO. OK.

Mr. GROHS. The employer has filled out this notice of intent form and has mailed it to Houston. Houston has approved it and set the money aside.

Mr. FLORIO. OK.

Mr. GROHS. The count that we are getting is when a veteran actually goes to work. We are not waiting until any notice of intent is filled out. We don't even know if the notice of intent is filled out by the employer.

Mr. FLORIO. What are you working off of in terms of notification?

Mr. GROHS. Excuse me?

Mr. FLORIO. Are you working off of a referral, when you refer to someone?

Mr. GROHS. We are not referring. We are getting this count from the employment service, but it is when they find out that a veteran who has been certified under the program is placed into a job that was certified as eligible under the program.

Mr. FLORIO. OK.

Well, the employment service says 430. We will hear from them.

Mr. GROHS. The employment service is using a different count and I defer to them to explain it.

Mr. FLORIO. You just said that you got your numbers off of what they reported to you.

Mr. GROHS. No. What we get from the employment service is matches, not necessarily what is defined under the law as an employment service placement. There is a difference.

Mr. FLORIO. Let us assume for a moment that they are correct.

Mr. GROH. Yes.

Mr. FLORIO. That this is a match. How do you justify going from 430 to 549 now?

Mr. SCULL. Well, I think Mr. Tracy will fill you in on that.

Mr. FLORIO. No. I know Mr. Tracy is going to tell us 430; he is going to apparently say 430.

Mr. GROHS. Well he can probably explain the difference too.

Mr. FLORIO. I want to know your version of it.

Mr. SCULL. The employment service has certain criterion which must be met before they can count a placement. They are counting placements.

Mr. FLORIO. Right.

Mr. SCULL. We are counting matches.

Mr. FLORIO. You tell me the difference.

Mr. GROHS. The difference is that if a veteran goes and finds a job with an employer on his own, is placed into that job, the employment service fills out the paperwork and sends it to the VA. That is a match. That is not a placement because the employment service must have a pre-existing job opening in order to count a placement.

Mr. FLORIO. We are talking about the same program?

Mr. GROHS. Same program, yes, absolutely.

Mr. FLORIO. What you are telling me is that if an employee, a veteran, goes and gets a job under this program, he starts to work, has a contract or is employed, for purposes of the employment service he is now counted as a person who has gotten a job under this program, and that is 430. Now, what is it you——

Mr. GROHS. No.

Mr. FLORIO. No?

Mr. GROHS. No.

What I am saying, we have a veteran that goes to an employer and sells himself to the employer. The employer says, "Yes, I am interested." He explains the program to the employer. The employer says, "Yes, I am interested." They then bring the employment service in to help write up the contract for approval to the VA.

Now, the employment service will not take credit for a placement. They will not count placing that veteran into that job because that job was not preexisting. They did not have that job before the veteran solicited it. They came to that—the veteran was assured of being hired into that job when the contract was written. It was not a preexisting opening. We are counting that in our count because it is a match in the program. The employment service is not because it is not an employment service placement. For an employment service placement there are four criteria which must be met.

Mr. FLORIO. How many of those 430, if you know, are individual, self-initiated—none would be?

Mr. GROHS. No, not necessarily. I cannot give you a figure on that. I don't know. I would have to assume that the difference between employment service figures and our figures are probably openings that the employment service did not have on a preexisting basis when the veteran went into it. Whether he placed himself or whether he got there through some other means, I don't know.

Mr. FLORIO. So how is it that you take—if they don't see fit to take credit for this, why is it that you are taking credit for it?

Mr. GROHS. We are reporting matches. Our national office has us give a weekly count of matches.

Mr. SCULL. We were instructed, Mr. Chairman, many months ago, to have the State employment service, every Friday morning, call my office and give us the new matching count. And as of last night it was 549 matches.

Mr. FLORIO. Mr. Scull, in September of last year, testifying before this committee, you at that point indicated that they were 320?

Mr. SCULL. Yes.

Mr. FLORIO. 320, presumably under the same standard that you are talking about now.

Mr. SCULL. Yes.

Mr. FLORIO. In that period of time, then, you have gone from 320 in September to 549 matches?

Mr. SCULL. Yes, sir.

Mr. FLORIO. And this is all using the same methodology that you are talking about today?

Mr. SCULL. That is right. All of this despite intensive publicity, Mr. Chairman.

Mr. FLORIO. I am really at a loss to understand. You said in September of last year we had 320. The VA tells us today that we have 339.

Mr. SCULL. Yes.

Mr. FLORIO. And you are telling us today that we have 549. I mean, there is no doubt in my mind that most of this confusion is as a result of things such as this.

Mr. SCULL. That is right.

Mr. FLORIO. If the people in charge of the program are as confused, we should not be surprised that Assemblywoman Walker's constituents should have some difficulty.

Mr. SCULL. You are right, sir.

Mr. FLORIO. You can agree with me that I am right, but it is all you folks' responsibility to make sure that the program works. And now here we are at the end of the program. I mean, if the Congress, the President, should veto this or the Congress should say no, and hopefully they will not do that, this is not going to be extended. The program is over.

I mean if we want classic cases of bureaucratic ineptitude, this may rank right up there with the types of things that re-enforce the wrong impression the people have, or maybe it isn't the wrong impression, the people have about the way programs are designed to operate.

Why didn't someone early on start getting rid of some of these difficulties which now everyone acknowledges exist, which I thought I heard you say you were aware of from the very beginning?

Mr. SCULL. Well, we were. You know, we all had different sets of marching orders, apparently.

Mr. FLORIO. This is the Federal program that spells out how it is to be implemented. Why is it that we have different sets of marching orders? What are those different sets? Presumably the marching orders are to maximize the program's opportunity to do what the program is set up to do, which is to help veterans.

Mr. SCULL. I think Mr. Grohs hit it right on the nail just a few minutes ago, on this matching process.

As I understand it, the Veterans' Administration doesn't count a placement until a check is pumped out. So our figures are different.

Mr. FLORIO. Let's go into a couple of other aspects.

Mr. GROHS. Yes, all right. Just one more point on that.

Mr. FLORIO. Yes, go ahead

Mr. GROHS. The fact of the difference in numbers between our agency, the employment service, and the VA has nothing to do with the actual operation of the program, it has to do with our overall counts at the end.

Mr. FLORIO. No, no. There is serious question. We have heard from veterans organizations as to whether these people are being placed and matched or whatever classification we want to use, as to what the end result is.

We can't be sitting here, and particularly those of us in the Congress that vote for the moneys for this program, and particularly those of us from the State, can't sit here and just pass off difference of interpretations when veterans come to me and say, "It is shameful that we cannot get more veterans into these positions and that we in New Jersey that have a large veterans' population, with a large number of people who are out of work, are ranking at the bottom or virtually at the bottom of the national scale." The percentage of dollars that have come to New Jersey out of this program is infinitesimal compared to what it is that we should be obtaining under this program.

Mr. GROHS. Right.

Mr. FLORIO. So it is not adequate to say that it is merely calculations. It in fact is something that is more verifiable. There very well may be people here who say your system is not the one that reflects reality, the VA system is the one that reflects reality because you're talking about them having contracts that have been verified that people are working at, and that anything less than that verification process is hypothetical and optimistic surmisings, some have even gone so far as to say propagandizing. Now, I am not prepared to arrive at that conclusion today, but I think there is a need for people to understand what it is that is going on and for decisionmakers to understand what it is that is going on.

Let me ask in a separate way, but a related question: The Veterans' Administration has testified that when the regional offices receive the copies of veterans' certifications of eligibility from the data processing center, copies of these certifications have been sent to you. Have you been receiving these certifications?

Mr. SCULL. We have. I have my notes here; I was going to address that, if I can find them.

We have been receiving certifications on a somewhat timely basis. There have been some inordinate delays.

I think you were in on this yesterday; do you want to tell the chairman this?

Mr. GROHS. Yes, sure.

Mr. SCULL. It is right there.

Mr. GROHS. Throughout most of the program we were getting veterans' certifications on a reasonably regular basis.

Mr. FLORIO. What does that mean?

Mr. GROHS. Sometimes everyday; sometimes twice a week; sometimes every 2 weeks.

Mr. FLORIO. Do you have any idea what the time lag is between when the certification was directed to you and when you got it?

Mr. GROHS. Not on most of them, sir. But on a regular basis we were receiving them up until the beginning of January. As we all know, the program eligibility requirements, veterans could not be certified after the end of February. From January until May we received no certifications. During the time period when we were publicizing that the program was coming to an end for veterans, we did not receive any certifications until May.

Mr. FLORIO. None.

Mr. GROHS. We received the certifications in May. We received 493 of them. The certifications had been issued by the VA. The earlier certifications in that batch were from December 13.

Mr. FLORIO. Of last year?

Mr. GROHS. Of last year, yes.

Mr. FLORIO. What do you do with the certifications when you receive them?

Mr. **Grohs**. Upon receipt of them I take a count so that we have some record here; and they are immediately turned over to the employment service, the central office, for distribution.

Mr. **Florio**. So do you receive certifications for all 4,497 New Jersey veterans who have certified for eligibility?

Mr. **Grohs**. I have received to date 4,409 certifications.

Mr. **Florio**. OK. We assume that the balance are in the pipeline?

Mr. **Grohs**. Yes; it is close, yes.

Mr. **Florio**. Let me at this point yield to the chairman.

Mr. **Daschle**. Thank you.

I would like to pursue the same line of questioning, actually. I am concerned with that number of certifications, nearly 4,500, and also the number of matches that Mr. Florio was just pursuing, approximately 400 to 500, which is only one-tenth of the total number of certifications. One chance in ten of actually being placed and finding employment is not very encouraging. It seems to me the chances under the program, being 9 out of 10 against finding placement, would be pretty strong discouragement to any veteran seeking any assistance under this program.

Why the terrible record with regard to match, given the number of certifications? Is it lack of outreach? Is it lack of enthusiasm? It certainly isn't lack of interest with 4,500 veterans. There has got to be a reason for this very poor performance, regardless of where you may rank nationally. Tell me what you think.

Mr. **Grohs**. It's a combination of certain things, several things, Mr. Chairman. When you say "lack of service," it's a lack of placements in this program. It is not necessarily a lack of service, No. 1.

Mr. **Daschle**. What does that mean? How can you substantiate that?

Mr. **Grohs**. Well, I don't want to get into the employment service testimony. I think they will cover that in the employment service testimony.

Mr. **Daschle**. Well, you are only going to get one shot at this, so give us your best shot right now.

Mr. **Grohs**. Well, the employment service record of placement, total placements, we're talking unsubsidized placement, is quite outstanding in New Jersey. Approximately 27 percent of the placements of the employment service are veteran placements.

Mr. **Daschle**. So you are saying that unsubsidized placement of veterans is much better than the placement service under this program which is subsidized?

Mr. **Grohs**. Yes, absolutely.

Mr. **Daschle**. How, in heaven's name, can that be? With this kind of an incentive why would more veterans have a better chance of being placed in another program?

Mr. **Grohs**. It is difficult to say.

Mr. **Daschle**. Well, no. I don't accept that.

Mr. **Grohs**. I don't know, no. Some of the contributing factors are some of the other things I was going to bring up here.

We have got—I think the figure that the VA used is approximately 2,600 job openings in New Jersey under the program, and 4,000 veterans. It was mentioned, I think by Congressman Florio, that there is a conception that the skill levels required for some of these job openings may be above the skill levels or backgrounds of some of the veterans.

Mr. **Florio**. That was repudiated or refuted.

Mr. **Grohs**. But there are other factors, and a factor that has not been brought up is that we are a very densely populated State with a great majority of our population concentrated in certain pockets, including a great number of veterans.

The majority of businesses—now, we are taking, in this program we are talking predominantly high technology jobs, new technology jobs, growth industries. Those industries by and large are not locating in the areas of concentrated population, as I am sure Congressman Florio is aware. We have a tremendous public transportation problem in the State of New Jersey. You can get from Camden to Newark; you can't get from Camden to Glassboro by public transportation.

Mr. **Florio**. If the gentleman will yield, how does that square with your observation that the placement of Vietnam veterans outside of the scope of this program is working better than in the program? I mean, veterans' transportation problems, I am not sure that I fully subscribe to the idea that our transportation network is the cause of the deficiencies of this program.

Mr. **Grohs**. No; it is a contributing factor in that 15 of 20 weeks a person must be unemployed. The majority of people that are unemployed 15 of 20 weeks really have some problems.

Mr. **Florio**. Like what kind of problems?

Mr. **Daschle**. But let me just ask you this: It seems to me that what you are telling me, and you are going about it in a delicate way, but you are saying that the jobs available demand qualities within the work force that are not usually found within the certified veterans looking for work. Is that what you are saying?

Mr. **Grohs**. In many cases. In other cases it is a problem of location of job versus location of the veteran.

Mr. **Daschle**. Well, why is it that employers who have other kinds of work are not interested in this program? Why is it we aren't reaching out? Is there an outreach effort to those employers who may have jobs for these kinds of veterans?

Mr. **Grohs**. There has been an outreach effort to every employer in the State of New Jersey.

Mr. **Daschle**. Well, I really question that. Given the figures you are telling me, it seems that the outreach has been to the high tech industries and to those industries who are looking, perhaps, for white-collar employees, while at the same time there is a large number of veterans out there certified, ready, and willing to work who can't match the employers because the job descriptions don't fit. Why aren't we going out after those employers who might have job descriptions that fit in a more aggressive manner?

Mr. **Grohs**. You say we are going out after the high tech and the growth; those are what are required in this program. It's for new technology, growth industries, or occupations where demand exceeds supply.

Mr. **Daschle**. There is a difference between being required and encouraged. That is what is encouraged, but I don't think, correct me if I am wrong, there is no prohibition on seeking other kinds of employment, is there?

Mr. GROHS. Well, there are certain qualifications that have to be met. But basically there are many opportunities that can also qualify under the program.

Mr. DASCHLE. That is right.

There is a great deal of flexibility in who those employers can be.

What you are saying is that there's one of two problems: Either the flexibility is not broad enough to allow those employers, or it is easier to reach out to those employers and you are doing it at the expense of reaching out to employers who may have the work. Which one is it?

Mr. SCULL. Mr Chairman, with your permission, I was just handed a note from a member of my staff who is very eager to say something here, may he?

Mr. DASCHLE. Sure.

Mr. SCULL. Donald, will you, just for 5 minutes.

STATEMENT OF DONALD SMART, ASSISTANT STATE DIRECTOR, U.S. DEPARTMENT OF LABOR, VETERANS EMPLOYMENT SERVICE OF NEW JERSEY

Mr. SMART. Good morning, Mr. Chairman. Thank you. My name is Donald Smart. I am assistant State director, U.S. Department of Labor, Veterans Employment Service of New Jersey. I work for Mr. Scull. I work with Mr. Grohs.

I have been very close to this program for the past 15 months, and there are a few things here I think that are being missed that I thought would be clarifications.

I would like to address Mr. Florio's questions on the difference in matches. There seemed to be a lot of confusion there which basically boils down to, as you say, three different reporting systems, three different agencies, two Federal and one State agency. The VA count, I am sure, is accurate for the VA, which only counts when the VA cuts a check. The Employment Service count of 430 is what the Employment Service has in their ESARS, employment security automated reporting system, which is an actual bona fide placement developed, and a person placed by the employment service in a position. The manual count of 549 that we received are veterans that sell themselves, veterans who have gotten jobs by themselves. Veterans who were placed by the Veterans' Administration in positions are not considered placements for the employment service.

Mr. DASCHLE. Well, does the employer gain the benefit of the program?

Mr. SMART. Yes, sir, he does.

Now, again, there is a disparity there of about 120 placements or 125 placements, and some of the reasons for this we've looked into. As an example, one employer hired a veteran. The veteran worked in the training program for 3 weeks. After 3 weeks he left the training program. The employer did not feel it was worth his effort to file the paperwork with the Federal Government to collect 3 week's wages, it wasn't that important. We have no idea in how many cases this may have happened.

In another case we had an employer who hired two veterans into the program but had not received his certification yet for the program after it was written. They were certified, he was not. When the certification came through, because they had been hired prior to that, they were not able to be counted into the program. The employer didn't care because he needed the people to work now. So whether or not he got the reimbursement, it did not matter. Those two veterans were placed in jobs and they are now working. He then went on to hire a few more veterans in the program.

There are various reasons why there are some disparities in the count. I think without polling the employers who are actually running the training program and finding out if all the employers who did place actually processed the paperwork—there is resistance in the private industry to file Government work and to go through with it. In some cases, in a larger employer, even though it is a system where there will be financial rewards, it is not always equitable or they don't always follow through with it.

Mr. FLORIO. Gentleman, will you yield at this point?

Mr. DASCHLE. Sure.

Mr. FLORIO. If I understand what you are saying, it is that someone gets the position; the employer, for whatever reason, doesn't choose to take part in the program, doesn't file, and the employee presumably keeps working for a period of time.

Mr. SMART. Yes, sir.

Mr. FLORIO. But that means that you are counting as people in the position people that are not taking part in the program, and that really goes into the, I think the 27-percent placement of Vietnam veterans who are not in the program. Why is it accurate to take credit for those people who have been placed, matched, however you want to describe it, who are not involved in this program?

Mr. SMART. Well, they were involved with the program, sir, but I am saying that there is a good possibility the employer did not follow through, even after getting the notice of intent to hire.

Mr. FLORIO. Well, you said they were involved in the program. The essence of the program, the justification for the program is the financial benefit to the employer, and that is manifested by the certification and the check being cut. I don't know how—we could eliminate the program and we could count all those people that you are counting now who are not in the process of getting the benefits, and they would still be counted.

Mr. SMART. Yes, sir.

Mr. FLORIO. That doesn't reflect the success or the failure of this program in terms of benefits going to employers in accordance with the terms of the program.

Mr. SMART. Well, sir, maybe I misunderstood. I thought the essence of the program was that veterans got gainful employment, not necessarily whether the employer got reimbursed. And the bottom line is we placed veterans in gainful employment.

Mr. DASCHLE. The thing is though, if I could interject here, is that we want to find out just how much we can attribute employment to the program itself. I think we're mixing apples and oranges here. I think that Mr. Florio brings out a very good point. If we extended further your philosophy, we could virtually take credit for every veteran working today in New Jersey and say: "Look, in some way or another, because of this program, those people are working."

The fact is we want to be able to directly attribute the number of jobs, the number of employers, the number of veterans participating. When you do that you have to strip away that additional 120 people and say, "Hard core placement has occurred as a direct result of this program in 339 cases." The other ones may or may not be related, but nonetheless there is no way to approve or disprove, and likely there is more of a chance to disprove the fact that those veterans were benefiting from things other than this program.

So that's what we are talking about here. We are delighted that they have the work, but I don't think anyone can say unequivocally that they have the work because of this program and I think that is what we are trying to get to.

Can you enlighten us more about this match? Why the lack of success and why there apparently is more success in the nonsubsidized area of veterans' placement than there is in the subsidized program?

Mr. SMART. Well, sir, I don't have the full information with the number that the VA uses of 4,000 certifications. However, these certifications are only good for 90 days. I don't know how many certifications at any one period. Even though they have certified 4,000 veterans in the past 15 months, on a running basis do we have 4,000 veterans today eligible for matches in the program?

Mr. DASCHLE. Well, that sounds like an out. Even if it's 2,000, the fact that you have only matched 300 seems to me like pretty tough odds.

Mr. SMART. Well, skills are a problem. I can state a case. We had 100 openings developed under this program for a private telephone corporation in New Jersey. Additionally we were able to get—I was in Long Island and I was able to get the company to go to Long Island also and write a similar contract for the Staie of New York. Now, this man was hiring at $8 an hour for trainees for telephone installation since the breakup of the AT&T system. The only requirement was that applicant has to pass a 10-day training program, excuse me, 10 evenings, at his expense. There was no expense to the applicant. They had to attend 10 nights of training in basic electronics, understanding wire codes, mathematics of ohms law, things like this. After successful completion of the program they would be hired at $8 an hour, and this was with or without the program. The man needed people because he had more business than he could handle. Not one person was placed in any of those 100 openings because the applicants that were eligible in the system in that area were not able to complete the training successfully.

Mr. FLORIO. Why?

Mr. SMART. They did not have the basic skills, sir, from the best we can gather. The training was free. At the end of the training they were given a simple test. Nobody passed the test who was certified from the Emergency Veterans Job Training Program that was able to. Twelve veterans were asked to read a ruler and they couldn't read a ruler properly to figure out simple mathematics with a ruler.

We also wrote a contract with a major defense contractor, General Dynamics, which wanted to hire people to train at a very fair salary. And, again, they had to pass a basic mathematics skills test though prior to entering into the training 40 applicants called in to take the test, only 3 of them were able to pass the basic test for the training.

Mr. FLORIO. This whole direction of testimony, not only today, but I am reading through, Mr. Scull, your testimony of September of last year, is particularly disconcerting because it almost seems to be arriving at the conclusion that it's the veteran's fault that the veteran is out of work.

Your testimony before almost mirrors what is happening today. The majority of veterans unemployed that long, a 15-year period, have other problems precluding gainful employment. That is there is substance abuse, alcohol problems, lack of basic education skills, personality and interpersonal relationship problems and so forth. Four months of unemployment during this boom, during this present economy that we are finding ourselves in, is in and of itself a problem. Personnel officers question the desire and the motivation for anyone unemployed for that period of time.

Now, I have the city of Camden with a 20-percent unemployment rate, a substantial number of people there who are out of work for longer than that period of time. You are not going to tell me that all of those people have personal problems and that somehow they don't have motivation for jobs, are you? I really dislike the thought that job service people, people who are committed to be looking for jobs for veterans, somehow come to the effort with that view of the veteran population they are designed to serve.

Are you saying that 4,500 people that have been certified have those problems to the extent that we can only find jobs for 300 of them?

Mr. SCULL. I am not saying that, sir. I am saying that within, possibly, that 4,500, there is that kind of condition. We have to really face the real world in this thing. We have to deal with a certain product. That veteran is a product that we have to sell and by and large a lot of these fellows have had that kind of medical history and interpersonal relationships, and the things that you enumerated.

Mr. FLORIO. No, I didn't enumerate it, you enumerated it.

Mr. SCULL. I enumerated it. Yes, sir, I did, before the House Veterans' Affairs Committee last September. I did just that.

Mr. FLORIO. Well, the absence of skills and the absence of job training is what this program is all about.

Mr. SCULL. Yes.

Mr. FLORIO. I mean, then you point out that they haven't got the job skills.

Mr. SCULL. Basic skills.

Mr. FLORIO. Basic skills.

Mr. SCULL. Basic skills, sir.

Mr. FLORIO. And you are saying that the difference between the placement capability for nonsubsidized program veterans and subsidized program veterans is so diverse that the rate of placement is so much greater, 27 percent as opposed to 10 percent.

Mr. SMART. Well, sir, in this program there is an SVC code, which is a standard vocational code, which is attached to the program. Codes under 5 will not be approved; codes under 5 or 4. So right there there is a standard skill level that has to be met for codes at that level.

This program was supposed to be geared to, which I commend the Congress on, to high-tech jobs, to jobs with gainful growth, not to standard, just everyday jobs, you know, salesmen and things like that, where the person would find a problem.

Mr. FLORIO. Let me just disabuse everyone here of the idea that high tech connotes engineering degree. I mean, I have been to high tech facilities where the work that is being done is not something that takes a whole lot of degrees. Training, reasonable training periods, can allow people to take part in high tech industries. I mean, we should not just assume that high tech means a high degree of educational competence or particular training competence.

Do you subscribe to that view that high tech doesn't necessarily mean——

Mr. SCULL. I do, yes, but it's not entirely high tech. I heard that there is an array and a gamut of different vocations, you see. I have heard the Veterans' Administration this morning indicate anything from McDonald's on up.

Mr. FLORIO. That argues in favor of a higher degree of placement and against the idea that we are categorizing these people as having these difficulties and, therefore, that is why they can't be placed.

Mr. DASCHLE. Well, sir, if I could just clarify that one point. We have, from the description of the act itself, on Page 2: "The program of job training approved under this act must provide training for a period of not less than six months" in several categories. One is a growth industry; second is the high tech; the third, an occupation for which demand exceeds supply.

So you have a pretty broad spectrum there by which you can consider placement. And I think that we are really erroneous and we are misleading our veterans as well as the intent of this bill to say that we are just looking at high tech. For example, what is a growth industry? Well, it can be a service industry. What is an industry where labor exceeds supply? You have a whole range of traditional as well as new kinds of industries in that category. I might also point out that other States have seemingly not met with that difficulty and I think that it is important that we look across the board to find whether that has been the real problem. In most other States it has not.

I think we need to ask why the lack of matches here, and if part of the problem is that you have focused too much on high tech and not enough on service orientation, not enough on other growth industries.

Unfortunately, I am going to have to excuse myself. This has been extraordinarily interesting and I am going to be taking a look at the text of the rest of this hearing as soon as I return to Washington. I want to express my gratitude to the witnesses and to all of those who participated. I especially want to thank my friend and colleague for inviting me to come, and for taking the interest in this whole issue. He will proceed with the hearing as he has this morning.

Thank you.

Mr. FLORIO. Thank you.

Let me follow up.

Mr. GROHS. I do agree that there are all high-tech jobs and not engineering jobs. However, in the service industries the occupation which is approved under this program requires, at an absolute minimum, 3 months of training. And that's something to also keep in mind.

Mr. FLORIO. Well, we can keep it in mind, but the same requirement applies in Pennsylvania.

Mr. GROHS. Absolutely.

Mr. FLORIO. But they have 1,700 jobs.

Mr. GROHS. Absolutely.

Mr. FLORIO. New York with 1,400 jobs; and there is just no reason why New Jersey should be at the bottom. We are virtually at the bottom. I am at a loss because the only thing I can conclude is that someone isn't doing the outreach, isn't doing the work that is necessary to make the program work here, because we have more than most high-tech industry capability; we've got a service-oriented economy that is developing; we have got all of the raw materials, and we certainly have the veterans' population. And we have, contrary to your numbers, we have a high percentage of unemployed veterans in the State. I know, because I deal with veterans on a regular basis. So you can't tell me that there is no problem and that's why it's not working.

Has anyone got a reason or a succinct statement as to why New Jersey should be 49th out of 50.

Mr. SCULL. Mr. Florio, about the 49th and 50th, I talked to the State Director of Veterans' Employment in Massachusetts this afternoon in anticipation of my presence here today. I told him that my numbers are 4.6 percent unemployment rate for Vietnam era veterans. In Massachusetts he has 3.7 percent, and he is the 50th. So there's got to be a correlation here somewhere.

Mr. FLORIO. So your conclusion is that there is no problem then, and that's why we don't——

Mr. SCULL. I didn't say there's no problem.

Mr. FLORIO. Well, there is no appreciable problem, and that is your reason.

Mr. SCULL. Because of the low unemployment rate, yes, sir.

Mr. FLORIO. Well, we are going to hear from some veterans' representatives in a while, and I suspect that they are not going to share that same perception if they're talking to the same people that I am talking to.

Mr. GROHS. Well, we accept the fact that the unemployment rate over all of New Jersey is reasonably low, lower than a lot of other States. Given an equal amount of outreach effort, publicity effort, what have you, in this program, the program is going to succeed much better and much more easily that runs 10-percent unemployment than a State that runs 6-percent unemployment, with an equal amount of effort.

Mr. FLORIO. The unemployment rate in the following States in 1984 was less than or equal to New Jersey, yet they have achieved well over 100 percent of their goals under this program: Delaware has 139 percent; Kansas, Rhode Island, 161 percent. What is it, again, that is unique, if it's not unemployed veterans, if it's not unemployment in general, which would seem to be the case using this type of analysis?

I really have some sense as to whether this program is being pushed in the way that it should be. I have a sense that we have got some communications with people who have indicated that they have not been urged to—as a matter of fact they have been urged to the contrary—to not advertise or to push this program in a way that is not designed to maximize its goals. I just want to know what is it you intend?

For example, the new Secretary of Labor has indicated that May would be a major month under this program. What are you doing to make sure that it is a major month in terms of results, as opposed to just one in pronouncements?

Mr. SCULL. Mr. Chairman, Mr. Florio, on May 6, in connection with the month of May, I cosponsored a memo with Mr. Tracy, and this was sent to every DVOP, local VER and local office in New Jersey urging every effort be extended from them to get this program accelerated on a crash level. In Vets, we're trying to reach a goal of 3,000 more nationwide by the end of this month.

I heard you mention earlier today, Mr. Florio, that there is 30,000—I heard last night it was 35,000 from Mr. Donald Shasteen.

Mr. FLORIO. Yes.

Mr. SCULL. So the program is considered a success across the nation, frankly.

Mr. FLORIO. That is the purpose of this hearing.

Mr. SCULL. That's the purpose of this hearing.

Mr. FLORIO. The discrepancy between the success rate across the Nation and what appears to be something less than a success.

Mr. SCULL. Well, I think, I consider it successful. I don't say it is not a success. I think New Jersey has performed well in this program.

Mr. FLORIO. Mr. Scull, may I show you a picture here, if you don't mind.

Mr. SCULL. Sure.

Mr. FLORIO. This is a picture of the operation match program that we had, 750 veterans came to it. This looks like something out of the depression, in terms of people there, sitting in a large hall, looking for a job opportunity. So, I mean I don't know how it is.

Mr. SCULL. Sir, I wish I was there, but I was in a cast with a broken ankle. I wish I had been there instead.

Mr. FLORIO. Well, you had representatives there who will tell you of the enthusiasm for the program. And to somehow come away and leave the impression here, if anyone is inclined to do that, that there is no real problem and that somehow we have done everything we can possibly do in this area, when we have one-tenth of the people placed we have indicated are certifiable by the appropriate agency, is not something that, I think, is helpful.

I am not proud of what it is that has happened here. I am hopeful, I am hopeful that out of this hearing you, and you have indicated that you will renew your effort to try and publicize, to have some outreach, to get people plugged in, I am hopeful that first of all we will start talking to each other to correct these different systems of evaluation that we in the Congress now, as you heard from the chairman, are trying to reauthorize this program. I don't want someone to take from this hearing the need not to reauthorize it, because some areas don't have problems when, in fact, some of us think we do have problems. And I am just hopeful that the message that I am trying to convey, and that others have tried to convey, the chairman tried to convey, that there is more that has got to be done in outreach. It is not sufficient to somehow blame New Jersey veterans for their own problems, as contrasted with Pennsylvania veterans or New York veterans. I don't think it is adequate to talk about the unique deficiencies of our transportation system——

Mr. Scull. Mr. Chairman.

Mr. Florio [Continuing]. As somehow being a problem or contributing factor.

Mr. Scull. But they are all contributing factors, Mr. Florio. Now nobody, nobody is blaming the New Jersey veteran. I think the problem here is in the computation of what we are calling a match and what we are calling a check and what we are calling a placement under this act.

I have 549, and I will stay with that number, and our whole quota was 981. I still go back to the unemployment rate for veterans in this State. You may have a different percentage, but this is the only one I have to play with.

Mr. Florio. Let me just conclude—and I appreciate your participation and your testimony—by saying that I think it is unfortunate that we got to the end of the program, and it may very well be the end of the program unless the Congress goes forward, which I hope that they will, and still have these types of problems in the program, in terms of even communication, much less results. I think it is also unfortunate that this program will be evaluated or not evaluated on the basis of such differences of interpretation. I think the chairman made an excellent point when he said that the numbers—if your quota is 900 and you say 500, but the other agency is talking about 300, and that we are going to take credit for this program, placing that 200 differential, that doesn't help us in Washington to make a determination as to whether this program has worked or not. I think that's unfortunate because it doesn't help us to formulate programs so we can make sure that they are truly accounted for and accountable.

Mr. Scull. Mr. Chairman, before we leave and sit back here, I think you must have read Mr. Tracy's presentation. Mr. Tracy is the director of the New Jersey Job Service. I think he has got a lot of these answers that you are probably looking for. The New Jersey Job Service in reality is the firing line for this program. They are on the firing line and I am anxious to hear them myself.

Mr. Florio. Well, that is very nice, but the answer is that everyone is supposed to be part of this process.

Mr. Scull. And we are.

Mr. Florio. I'm looking forward to his answers after, Mr. Purdy's answers before, your answers in between. When all the answers say different things it doesn't help us to justify the existence of the program, if it's justifiable. I happen to think it is. There may very well be people who don't think it is justifiable. And, therefore, there may be some, and I think in some circles there are some, who didn't have great amounts of support for this program to start with. Therefore, if the preconceived view that the program was not needed is being reenforced by mixed signals being sent as to what the program has resulted in, that just justifies in reenforcing the preconceived determination that this was a waste of time to start with.

I don't agree with that and I am hopeful that that has not been anybody's approach to this program, to justify the fact that it should not have been undertaken in the first place. I do appreciate your participation, and look forward to keeping in communication with you, as well as the other witnesses, so that in the event that the program is extended that we will be in the position to have a better performance here in New Jersey than we currently have to this one.

I thank you very much.

Mr. GROHS. Thank you.

Mr. FLORIO. We are now pleased to have Mr. William Tracy, the director of the division of employment services, the New Jersey Department of Labor. We understand that the secretary or the commissioner of labor who said he would be with us is, unfortunately, not able to be with us because of a health problem, as I understand it.

Mr. Tracy, we are very pleased to have you here, particularly in light of some of our testimony in the past that you can help clarify some of these concerns that we have.

Mr. Tracy, please proceed.

STATEMENT OF WILLIAM TRACY, DIRECTOR, DIVISION OF EMPLOYMENT SERVICES, NEW JERSEY DEPARTMENT OF LABOR

Mr. TRACY. Thank you, Congressman Florio. The commissioner has asked me to express his regrets, but illness prevents his being here to deliver his remarks himself.

Mr. FLORIO. Please convey to him our regrets for his ill health.

Mr. TRACY. Thank you.

My name is William Tracy and I am director of the New Jersey Division of Employment Services.

The New Jersey Department of Labor, through its division of employment services, is charged with providing veteran placement and employability development service through the local veterans employment representatives and the disabled veterans outreach programs throughout the State.

Mr. FLORIO. Could you speak up, please. We have somebody in the back who cannot hear you well.

Mr. TRACY. Funding from the U.S. Department of Labor provides 79 staff persons in the field throughout the State of New Jersey dedicated solely to veteran service. I appreciate this opportunity to appear before this subcommittee to discuss the Emergency Veterans Jobs Training Act, and to share with you New Jersey's perspective on the administration and operation of this program.

Before addressing directly the issues involved in this program, I want to share with you the accomplishments of the State agency with regard to the placement and training of veterans in general. I feel it is important to address these points since the media representation of New Jersey's performance under the Emergency Veterans Job Training Program is being translated into an evaluation of the Department of Labor's service to veterans in general. I hope this morning I can clarify this issue and set the record straight.

During the program operational period, from January 1984 through March 31, 1985, the New Jersey Employment Service placed 8,344 individual veterans in unsubsidized employment. We made over 16,784 referrals of veterans to job openings; and filled 11,844 job openings with veterans. In addition, close to 15,000 job development contacts with private sector employers had been made on behalf of veteran applicants.

As you can see in the chart labeled appendix A [1] in my testimony, the percentage of veterans receiving services by the employment service far exceeds the comparable service levels provided to nonveterans.

In addition, the average hourly wage for veterans placed during this time period was $5.15 an hour, as compared to $4.65 an hour for adult nonveterans.

The division of employment services is vigorously monitored by the Federal Veterans Employment and Training Service, and is evaluated on the basis of 16 veterans' performance standards.

For this current fiscal year through March 1985, the New Jersey State agency has met or exceeded each of these performance standards for service to veterans. With respect to the Emergency Veterans Job Training Act, several areas of concern have emerged over the 15-month period of the program's operation in New Jersey. These concerns are broken down into three categories: The legislative design, the program implementation procedures, and the State agency operations.

First, the congressional intent of targeting resources to those most in need, coupled with the additional requirement of an on-the-job training program of at least 3 months in duration, while valid in concept, has created a potential for mismatch between the entry skills, knowledge and ability levels of eligible veterans, and the skill levels required for entry into an approvable training slot.

Insufficient national data is available to the New Jersey State agency to provide a complete analysis. However, it appears from our observations of the data available that this mismatch between applicants and openings is magnified in States with relatively low levels of overall unemployment, since the lower the level of the State's overall unemployment, the higher the probability of individuals being unemployed 15 out of the 20 weeks in that type of economy may have additional barriers to employment because of the natural tendencies that exist in the economy. New Jersey, for example, is experiencing its healthiest economy and lowest unemployment rate in 12 years. That is not meant to discount the fact that there are large numbers of individuals out there needing help, it is to reflect that in fact we do have the highest growth and the best unemployment rate in at least a dozen years.

I have provided in appendix C [2] an example of the type of entry level skills, knowledge and abilities—and that is a technically precise term used in measuring how long a training program should be—to be eligible for an On-the-Job Training Program of at least 3-months in duration, as opposed to the levels of skill, knowledge and abilities to warrant less than 3 months of on-the-job training.

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[1] See p. 113.

[2] See p. 116.

New Jersey's overall unemployment rate is 6.2 percent. According to the sources you have heard cited this morning it's Vietnam veteran unemployment rate is 4.6 percent.

Mr. FLORIO. Is that your projection as well?

Mr. TRACY. I am using the sources of that VA extrapolation of the total number of Vietnam era veterans, plus the total number employed. I can give you a lot more statistical backup to the 6.2 percent overall unemployment rate, frankly.

Mr. FLORIO. That's easy.

Mr. TRACY. Frankly, after searching several sources, the only source we could find that would compute out to a Vietnam veterans' unemployment rate was this VA statistical source, and I cannot verify for the methodology in its calculation.

But even with an overall 6.2 unemployment rate, the pool of veterans to draw on is small, not necessarily in absolute number, but within the context of the employability level of the veterans who have been unable to secure employment for 15 weeks in a relatively strong job market. It is also based on years of statistical research. There is a generally low skill level of an individual who is long-term unemployed in a growth economy.

Mr. FLORIO. Can I conclude from you said that as contrasted with a growth economy in which individuals will be more difficult to place, you're saying they would be better off if we had a low-growth economy?

Mr. TRACY. No, sir. What I am saying is that finding individuals with skill levels at the entry of a training program that must be at least 3 months in duration, under the law 6 months waived down to 3, is hard, since if you look through the appendix it shows the entry computational mathematic skills that have to be there in order to move someone through a 3-month process into employment. The U.S. Department of Labor has a series of statistical measures to say what kind of job needs at least 3 months of on-the-job training. It also has statistical measures to say what the entry level skills of an individual are.

What I am saying is in a State, say, with a 10-percent unemployment rate, the probability of there being a pool of veterans who have these inherent skills and are unemployed primarily because of the overall level of economic activity is higher than finding a pool of veterans with these skill rates. We're not saying we don't need training for veterans, we are saying maybe the mix need be a little broader than requiring as an absolute minimum 6 months of training with a waiver down to 3.

As I said earlier, I think the intent of the legislation is right on the market. Go to those most in need and go for a real career. What I am saying is, our experience in New Jersey has been that in this kind of economy that pool, no matter how large, may not have a sufficient number of individuals with the skills to get into a high, not tech, but a high complexity skill training program. It's an observation. We have insufficient national data, but our review of some of the other States, say, ranked by the Veterans' Administration in the bottom ten, all seem to indicate less than national average in unemployment. I don't know how substantive a factor that is, but I suggest that that is a factor that may add somewhat to the issue of how various States have performed under this program.

As a result of that our suggestion that assigning goals may also be on the basis of veterans unemployed, as well as veterans in the general population.

Another legislative design requirement that may add to the implementation problems of this program is the assignment of various program responsibilities to three separate agencies: The Veterans' Administration; the U.S. Department of Labor Veterans Employment and Training Service; and the State employment security agency. As described below, this tripartite responsibility has created the potential for role confusion in operational gaps in both client and employer identification, service and matching.

The New Jersey Department of Labor concurs with the actions taken by the subcommittee to lessen the length of unemployment required for eligibility in this program. Additional action by this subcommittee to streamline the administration of the program could possibly also lead to increased efficiency and better utilization of the training dollars available.

Second, in the area of program implementation requirements, the process of determining veteran eligibility and training slot approval requires action steps and communication between three separate agencies. The veteran certification process outlined in appendix D [1] shows a client flow originating when an individual veteran applies directly to the Veterans' Administration after he or she is unemployed 15 out of the last 20 weeks. That application is then processed by the Veterans' Administration and a certificate of eligibility is forwarded directly to the veteran and a copy to the State employment service through the Federal Veterans Employment Service.

Appendix E [2] shows the timelag involved in the Veterans' Administration transmittal of the 849 notifications of certification received by the State Employment Service in the last 2 weeks.

I would like to make a clarification. We had a relatively short time between the request to appear and the time this testimony was due, and we looked at the last 849 certifications that were received in the last 2 weeks. In the last 2 days since the testimony has been submitted I have had the opportunity to review the pattern through the whole 15 months.

Mr. FLORIO. You have had 800 submitted in the last 2 weeks?

Mr. TRACY. We have had 849 mailed to us in the last 2 weeks from the Veterans' Administration. This is atypical of the whole 4,000. The rest of the stream of the 4,000 came, as Mr. Grohs stated, in weekly/biweekly mailings from the Veterans' Administration. However, in the last 2 weeks we received 849. Half of these certifications received were certified prior to March 1, 1985. That is the veteran received his certification notice prior to March 1; and there was a 4- to 5-month lag between the date of veteran application and our State agency's receipt of notification. Again, these observations are based solely on the last 849 out of the 4,000, a little less than 20 percent. But, as I said, in the 4 days we had to prepare the testimony, we just went with the last batch received.

Similar problems occur in the coordination and verification of valid openings in employer establishments. Veterans' Administration figures reflect 4,432 training slots available in New Jersey through March 31, 1985. The Employment Service Automated Recording System reflects 1,603 openings for the same period of time. In this three-agency operation some training slots are developed outside of the Employment Service structure and are provided to the Employment Service for followup. These are the national industrywide or regional-type contracts that Mr. Purdy described earlier.

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[1] See p. 118.
[2] See p. 119.

Appendix F [1] arrays a sample of approved contracts provided to the Employment Service, representing 13 multilocation employers with 336 approved training slots. Again, in the 4 days, this was not even a representative sample, it was the last 2 printouts we received.

Subsequent Employment Service followup on this information indicates that 54 openings were actually available with these employers.

Third, State agency operations. The employment service's primary role in EVJT is securing employer job openings eligible under this program. In terms of effort expended, the following outlines steps taken by the State agency to carry out this mission. The complete details of agency efforts are seen in appendix G [2] attached to the testimony.

There have been 10,537 individual employer contacts made since January 1984 by the Employment Service to develop EVJT training opportunities. We have provided the Veterans' Administration with labels for mailing to the 160,000 employers in the State of New Jersey. In addition, local Employment Service offices mailed the factsheet on the program to over 10,000 employers. The agency cooperated with the Veterans' Services Council in a statewide joint mailing and promotional effort to employers, encouraging them to participate in the program. The agency also participated with the State Bureau of Veterans' Services in a joint mailing to all employers in New Jersey with over 100 employees.

Governor Kean proclaimed June 1984 as "Hire a Vet Month." That promotion was coupled with public service announcements to nine television stations, plus the Cable News Network.

In conjunction with the Veterans of Foreign Wars, 2 public service announcements were provided to 75 radio stations in New Jersey. The Employment Service conducted or participated in four job fairs throughout the State. All veterans dedicated staff received formal training on the development and marketing of EVJT openings. The net results of these efforts has been to secure 762 job orders with a total of 1,603 openings. These openings were in addition to the day-to-day marketing done by local office staff.

Our outreach efforts to potentially eligible veterans have also been substantial. For example, several mailings were conducted by each local employment service office and various veterans' organizations to recruit eligible veterans. The job fairs that were conducted, as well as some of the public service announcements, were also targeted to veteran outreach. The Employment Service used classified and display newspaper ads to attract eligible veterans to specific EVJT openings.

The Department established an Employment Service Veterans Advisory Council comprised of the key veteran organizations in the

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[1] See p. 120.

[2] See p. 121.

State, to force the communication of the full range of veterans' services available through the employment service. This group was provided with statewide listings of all EVJT job openings for distribution to their members. The net results of these efforts has been the accomplishment of 430 veteran placements in EVJT job openings. This figure differs significantly from the 310 placements, and that's the March 31 figure cited by the Veterans' Administration in this subcommittee. This difference appears to be another indication of the problems incurred in a process that requires an individual veteran or employer to transmit paperwork to the Veterans' Administration, the Federal Employment and Training Service, the State Employment Service Central Office, and to multiple local employment service offices. The Employment Service has certified over 89,000 individuals as eligible for training under the Job Training Partnership Act and the New Jersey Jobs Training Program.

This cooperative effort between the State employment service and the local service delivery areas under JTPA has resulted in 14,870 New Jersey veterans certified for these training opportunities; 2,565 of them enrolled in training; and so far 1,146 of these completed and entered employment at the end of training?

Mr. Florio. Did you say 89,000?

Mr. Tracy. We have certified 89,000 individuals in 15 months. All these figures reflect the same time period as EVJT, Mr. Florio.

Mr. Florio. And those were certified for what, now?

Mr. Tracy. Those were certified for either the Job Training Partnership Act or the New Jersey jobs training bill, a mirror State program to complement JTPA; 14,870 veterans were certified of that 89,000 total. All, I made add, one-stop service. A week is a long time between the time a veteran appears, or any applicant appears, and their certification gets sent right to the training agency. No paperwork passes between local office and central office or between sister agencies.

Mr. Florio. Of those 14,000 veterans who were certified, how many were placed?

Mr. Tracy. 2,565 of them were ultimately enrolled in training under the service delivery areas; 1,146 of them, so far, have been placed or entered employment at the end of training. Some are still in training.

Those figures were provided to us by the Division of Employment and Training which has responsibility.

Mr. Florio. And the hard number as to how many? You said 1,000 were placed or in training?

Mr. Tracy. 1,146 have been placed at the end of training. The technically precise word, the term, is "entered employment at the end of training," 1,146 in the same period of EVJP.

Some are still in training. A total of over 2,500 were enrolled in training.

Mr. Florio. You seem to be implying that somehow the certification process is a factor resulting in 1,000 people, 1,400 people being placed there, as contrasted with the less successful approach of the program.

Mr. Tracy. I think the certification factor is a factor in the programming. I think, you know, without any fault, and I really don't want to get this into one bureaucracy against another because all the bureaucracies, I think, are trying to do the best they can. We have a problem with a flow that starts with an individual veteran getting information from either an outreach source, us, the Veterans' Administration, or a veterans group. Then he or she on her own, sending paperwork to the Veterans' Administration, which may have to be cross-checked with Houston and Chicago, then to have to have that information go back directly to the veteran, and then have us get a copy of that certification, and on that copy of that certification is insufficient information to make an intelligent professional judgment about what to do with the individual. We have to call them in because all we get is their VA claim number, their name, and their address.

Our entire automated system, which has 300,000 applicants on file is keyed by Social Security numbers. Repeated requests for those Social Security numbers are tied up in the Solicitor's Office of the Veterans' Administration.

Mr. FLORIO. Could you give us some help in terms of just making a determination, a rough percentage of whether it would be the 339, the 430, or the 549 figures that we are all using here, as to how many people are in a sense veteran self-starters; people who have walked in, have not gone through—the scenario you are talking about is very understandable.

Mr. TRACY. Right.

Mr. FLORIO. There is confusion. A veteran walks into an employer, starts the process—which I find very difficult to contemplate—on his own, knowing about this program, going and getting the papers, filling them out, submitting through the VA, that is something, I think, is highly improbably to be happening.

Mr. TRACY. I don't think so. I think those three numbers are consistent. They just take pictures of three different points in the process.

Mr. FLORIO. At the end of the process, however defined, what I am interested in is what percentage of whichever number you use are people that are in that, I think very improbable category of individuals who have done this all by themselves.

Mr. TRACY. Yes, sir; 129, based on the last weekly count.

Mr. FLORIO. Of the 430 that you used?

Mr. TRACY. No, sir. Of the 549 that Mr. Scull used.

Mr. FLORIO. 129?

Mr. TRACY. Yes, sir.

If I may take a minute to try and explain.

Mr. FLORIO. Sure.

Mr. TRACY. Our automated reporting system counts, under Federal requirement, a placement. In order for a placement to be counted by the employment service, the employment service must have both the applicant and the job order before the employer knows about the applicant or the applicant knows about the employer. So that 430 figure that I have reflected are 430 verifiable referrals of eligible veterans to a certified employer, without any prior knowledge between that veteran and that employer taking place.

Mr. FLORIO. So that's referrals only?

Mr. TRACY. No, sir. In appendix A [1] you will see that the total number of referrals has been over 800. That figure is counted as a placement.

When a local office gets confirmation from the employer that a hire-a-vet referral took place, that is step one.

Mr. FLORIO. What form does that confirmation take?

Mr. TRACY. That form of confirmation is called an ES508. It is a postcard statement from the employer. "I have hired this referral." After we refer someone we send out a postcard. That postcard is then transmitted back to us by the employer. That is when we go into our automated system and take credit for the placement.

Mr. FLORIO. What about the ones that have not been referred, the veteran who walks in off the street to his employer?

Mr. TRACY. That is the difference between the 430 and the 549.

Some of that difference, and I can't say with precision, may be that we haven't entered all of the placements from the manual count into the automated count, but my assumption at this stage is that the bulk of those are an individual veteran who comes to us or sends an employer to us saying, "I have a certification. This employer wants to hire me." Under the match requirements, in fact, this veteran did get this job because of this program, but for the employment service's credit, we cannot take credit for a placement.

I think the explanation, a possible explanation, for the difference between the Veterans' Administration figure and the other two figures is that we take the placement credit at the time of employer confirmation of hire. The process by then, the Veterans' Administration having 5 days, may in fact take place, but the employer then, before that happens, the employer sends his record from the personnel department to the accounting department. In a large employer it may be a quarterly billing process.

Mr. FLORIO. But the previous witness said that some employers don't want the paperwork, don't submit it.

Mr. TRACY. Right.

Mr. FLORIO. And it is not submitted and, therefore, it is never certified by Mr. Purdy's operation.

Why are we even considering them, the placement or the match, as somehow attributable to this program, particularly if somebody is walking in off the street?

Mr. TRACY. Then we have to go riqht back to that three agency problem. We touched the process until the applicant is confirmed employed by the employer. What happens after that takes place is unknown to us, unless and until we receive a printout of confirmation of hires. We have yet to receive a printout of confirmation of hires to do any cross-matching. So I can't say with any certainty what——

Mr. FLORIO. But how do we know that the 430 number that you are using is in any way related to this program, if in fact the certification never takes place and the check is never cut?

Mr. TRACY. Well, under the law, under the legislative design and the operating procedures, our responsibility is to refer eligible veterans to certified employers. Once we are notified that a hire has taken place, the individual goes on the payroll, we take credit for one of those 430 placements. Not until that employer bills the Veterans' Administration and the Veterans' Administration issues a check or a contract does the Veterans' Administration take credit for a match having occurred.

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[1] See p. 113.

Mr. FLORIO. How about the difference between 430 and the 549; the person walks in off the street and has no idea of this program at all?

Mr. TRACY. Yes, sir.

Mr. FLORIO. The employer never takes any kind of benefit from the program. Why is the 549 an appropriate number to in any way reflect what this program has done?

Mr. TRACY. The 549 again comes down to the individual veteran on his own going to an employer and saying, "I am certified for an on-the-job training program."

That employer is saying, "Sign me up."

Mr. FLORIO. How would he get to that point? I mean, he says, "I am certified."

Mr. TRACY. The Veterans' Administration sends the certification back directly to the veteran.

Mr. FLORIO. I see.

Mr. TRACY. So the veteran would go to an employer and say, "You are eligible if you hire me."

We would report to the Federal Employment and Training Service that a match has taken place when an employer contacts us and says, "I have a veteran. He is eligible. I want to get into the program." That is the difference between the 430 and the 549. We are limited in our placement credit for very precise four-part operation. I believe, without a printout from the Veterans' Administration of what their 339 constitutes that can be compared to my printout of 430, I could not tell you with any accuracy whether the differential is lag in billing in the accounting department or an employer deciding not to apply for the funds or an applicant either quitting or being terminated before the application process is complete. We would need at least a printout of those 339. We have printouts of the 430 and can verify both employer and individual by name, employer identification number, and social security number.

Mr. FLORIO. You have been very helpful.

Let me ask you a couple of questions that go to the question as to whether we are all doing as much as we can to try to educate people to the existence of the program and trying to get some results from the program.

You mentioned that there are 79 authorized positions in this?

Mr. TRACY. Yes, sir.

Mr. FLORIO. My record seems to indicate that between February 1984 and February of this year there are at least four DVOP vacancies each month in the State. Because these people play such an important role in job development and matching, why weren't the vacancies filled?

Mr. TRACY. For a number of reasons. These were not the same four vacancies.

During part of time period the employment service has been under several reductions in force in the last 4 years. We have cut about 38 percent of our staff due to Federal funding cuts.

Mr. FLORIO. Well, I mean these funds have been there.

Mr. **Tracy**. These funds have been there. However, in part of that period, September and October of last year, we were being reduced from 67 to 53 DVOP's in the State of New Jersey.

Mr. **Florio**. Why?

Mr. **Tracy**. Because of a reduction in the allocation formula. And what we did was we held some vacancies for part of the time. Other parts of the time what we did was we lost a lot of these folks. Some have been hired by veterans' organizations. We've been trying as hard as we can to fill them. As a matter of fact we are now authorized by the Department to hire more than the 53 we are allowed to try to get us up to 53.

Mr. **Florio**. Now, I mean at the end of the program?

Mr. **Tracy**. Well, DVOP is not ending. DVOP is a separate grant agreement which we anticipate continuing, but we are now authorized to hire 55 by the Department. Monday we had a full complement. We lost one during the week. We are now, I am told, one under right now.

But even with that shortfall, for example, with your Operation Job Match, 26 units of staff from the employment service were there, only 13 of them were veterans funded. The other 13 came from a nonveterans' dedicated funding. So whenever we had the need to have more staff available to provide service to veterans than we have, we rob Peter to pay Paul and use nonveteran staff to do that.

I would like to say we can guarantee we are going to be up. We try like heck to get up there to 53 all the time, but there has been an inordinate amount of turnover, because once these folks get some job experience they are in high demand, and a lot have been hired by other governmental agencies into more responsible positions having to do with veterans service in the last year. Since the Vietnam Veterans' Leadership Program was funded by the State government a lot of the staff came out of our DVOP ranks and that's why we had, for extended periods of time, some vacancies.

Mr. **Florio**. Let me conclude with a question with regard to two letters that I have that are somewhat surprising, if not shocking.

In the first letter, dated the 28th of March of this year, 15 months after the program had begun,[1] the Commissioner informed the VA regional office, a letter to Mr. Purdy, that the New Jersey Department of Labor's efforts on behalf of the 4,013 unemployed veterans in the program will begin in the very near future. Now, this is a long period of time, March 28. I am not sure I understand what it means that "We are going to begin efforts to place these people." In the second letter, the Commissioner stated that June 30, 1985, was the last date for employer certification, rather than the 1st of September as it is, as provided under the law.

The letters don't convey a whole lot of either information or sense of urgency or dedication to the program. I am wondering if you can give us some sense of——

Mr. **Tracy**. If I may see the letters?

Mr. **Florio**. Go ahead.

[Pause.]

Mr. **Tracy**. The May 8 letter, obviously there is a typo between September and June 30. I think the substance of the letter was in response to a request for a gubernatorial press conference with Mr. Purdy to expand the program.

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[1] See p. 78.

Mr. **Florio**. You mean there is a typographical error that put September in rather than June.

Mr. **Tracy**. Well, since I am certain that September——

Mr. **Florio**. How about June 30 versus September 1? I mean that is not an easy typographical error.

Mr. **Tracy**. I am sorry, sir. I can't see a June 30, September 1——

Mr. **Florio**. The second letter, dated May 8, from the Commissioner to Mr. Purdy.

Mr. **Tracy**. Right.

It says,

> The last day for employer certification is June 30th, and no additional veterans can be certified as it is essential to proceed within these parameters.

Mr. **Florio**. And the fact is that it is September 1 that's the last day. I mean that's not a typographical error.

Mr. **Tracy**. I can't explain how the number is there. I can assure you in the Commissioner's testimony the dates are accurate. In his mind he is focusing on September, since he recently authorized a 2-day training conference for all veterans' dedicated staff at the end of this month, to make our last 3 months under the existing legislation as beneficial as possible.

Mr. **Florio**. The first point in the other letter?

Mr. **Tracy**. Yes, sir.

Mr. **Florio**. "We are going to begin March 28th."

Mr. **Tracy**. No, sir. He says, "I have instructed the Division of Employment Service to begin an immediate effort." It does not say it was the first effort, nor does it say it will be the last effort, "to try to develop specific on-the-job training opportunities for those veterans who have been certified as of the February 28th deadline." The next sentence says, "New Jersey currently has 4,013 veterans in this category and our on-the-job training efforts on their behalf will begin in the very near future." I believe that sentence is reflective of the first sentence where he is discussing a renewed initiative, not the first action taken, since, as the testimony reflects, over 10,000 employer contacts took place over the 15-month period.

Mr. **Florio**. But those are not employer contacts exclusively under this program.

Mr. **Tracy**. Yes, sir, they are. Under this program, 10,537 direct, specific employer contacts; 2,700 of them, in a rough vicinity, personal visits; 7,500 of them, telephone calls by veteran staff to specific employers.

Mr. **Florio**. And out of that has emerged the 4,000 or so——

Mr. **Tracy**. No, sir. Out of that has emerged 762 job orders, totaling a total of 1,603 openings, as reflected in the testimony.

Mr. **Florio**. Where do we get Mr. Purdy's number then of 2,600?

Mr. **Tracy**. Mr. Purdy's number includes those national contracts.

Mr. **Florio**. No, no, his national was 4,400.

Mr. **Tracy**. Sir, unless I have a printout of all—I have availability of printouts of all of those 1,603. If we could compare them of the printouts of those 2,600, we would be able to explain any discrepancies to you.

Mr. **Florio**. Isn't that very troubling? I assume it is troubling to you.

Mr. **Tracy**. Very much so. That is why our testimony suggests that a streamlining of the administration of the program will go a long way to avoid some of this confusion that is being created for you today.

In conclusion, between May 11 and June 8 of this year, the Employment Service is involved in a cooperative effort with the State Bureau of Veteran Services to conduct three supermarkets of services to expose all interested veterans to the full array of services available to them in the State of New Jersey. One took place last Saturday, one is taking place next Saturday. I raise this to show you that we haven't stopped our efforts.

We are training all of our veterans' dedicated staff on the 28 and 29 of this month. I have requested that my counterpart from Pennsylvania and his Coordinator of Veteran Services to come to this training session to give us a workshop, because Pennsylvania appears to have maintained its overall Employment Service service to veterans, and in fact maintained exemplary performance under this act, and we hope we can learn from them. I thank you for the opportunity to raise these issues, and I am ready to answer any other questions you may have.

Mr. **Florio**. I thank you for your participation today. As you have obviously observed, I have been asking my questions through the course of your testimony. I appreciate your position. I think in a sense you have almost reenforced the point that you have made and that others have made, that this program in part is not working as a result of some of these deficiencies that have evolved in terms of the bureaucratic interaction or noninteraction. And I think that even if that is not scandalous it is not healthy that we should be having that sort of difficulties at the end of this program.

We would have hoped, I would have hoped, and I am sure you would have hoped, that difficulties like this that are almost obvious on their face that are going to result in less than effective and efficient performance, might have been spotted sometime earlier on in the program and corrected at some point, rather than at the end of the program, as sort of looking at it and lamenting the fact.

Mr. **Tracy**. Some of these issues have been raised, including a request and a request that was granted to waive the length of training from 6 to 3 months. We still could, if we could get social security numbers and some other technical information, we could do a better job of tracking the three different information systems.

Mr. **Florio**. What is the problem with getting social security numbers?

Mr. **Tracy**. Well, we were——

Mr. **Florio**. Freedom of Information Act?

Mr. **Tracy**. We were told by Mr. Purdy that his Solicitor's Office would have to review and approve the request.

But one point I would like to make, Congressman, in favor of the program: I believe that a significant part of the reason the program did not achieve the numbers that were set for it has to do with either labor market variables, or flexibility. But those numbers we did achieve said some pretty significant things in favor of this program, and I would like to take just 1 minute to outline them for you.

We have placed over 8,000 veterans at $5.15 an hour. Most of those veterans we placed were unemployed less than 15 out of the last 20 weeks. We placed 430, if you will permit me, veterans under this program who were unemployed at least 15 out of the last 20 weeks, and were placed at a rate of $6.46 an hour. So I think in terms of substantive contributions to the program, the program has allowed us, maybe not in the numbers we would all like to see, take veterans who are unemployed longer than average, and place them in employment that is better than average.

So I think the congressional intent has been achieved. I think the volume, the numbers can be improved. The move you made to lower it to 5 weeks is significant. I think further analysis may lead to some suggestion of modification in the administration of the program, and I think between those two you will find everything you expected in the program.

Mr. **Florio**. Thank you, and please give our regards to the Commissioner.

Mr. **Tracy**. I will. Thank you, sir.

Mr. **Florio**. We are pleased to have as our last witnesses two representatives from veterans organizations. We are pleased to have Mr. Robert Wallace, the legislative director, N.J. Department of VFW, and Warren Davies, national committeeman of the American Legion.

Gentlemen, please come forward.

It seems constructive, in the sense of helping us to understand what it is that seems to be the heart of the problem. You, as representatives of veterans' organizations certainly gather different perspectives, perhaps one similar to my own, from the grass roots up. And I appreciate your participation.

Mr. Wallace, perhaps you see fit to go foward.

STATEMENT OF ROBERT E. WALLACE, LEGISLATIVE DIRECTOR, NEW JERSEY DEPARTMENT, VETERANS OF FOREIGN WARS OF THE UNITED STATES

Mr. **Wallace**. Before I got into my prepared remarks, let me thank you for the opportunity to be here. Let me also state that as the largest veterans' organization in New Jersey, we do not see the problem that we saw 3, 4, or 5 years ago with unemployment among veterans, especially Vietnam veterans. We have the particular cases Assemblywoman Walker spoke about. We've seen those and we've tried to address those. But on the whole our people are not seeing the mass unemployments that we've had in the past and our grass roots, our employment officers in the 21 counties, are coming back with that same word, that it is not as bad as it was a few years ago.

We also have our service office that handles thousands of claims a year with veterans and they see more activity with the claims of veterans, for the entitlements and their benefits, as opposed to employment problems.

Thank you for the privilege of appearing before this subcommittee to present the views of the Department of N.J. Veterans of Foreign Wars, with respect to legislation providing for the extension and improvement of the Emergency Veterans Job Training Act.

My name is Bob Wallace, and it is my privilege to serve the 73,000 men and women in the Department of N.J. Veterans of Foreign Wars, as their legislative director.

I am pleased to state that I was present on August 15, 1983, at the Veterans of Forgeign Wars 84th National Convention in New Orleans, LA, when the President signed into law H.R. 2355 as amended, the Emergency Veterans Job Training Act of 1983. The Veterans of Foreign Wars supported the original legislation and we fully support the extension of the Emergency Veterans Job Training Act. We believe that the Emergency Veterans Job Training Act is a highly successful program that has provided a solid incentive to employers to hire and train veterans. However, like any program, it must be reviewed and adjusted in order for it to successfully fulfill its intended purpose.

Mr. Chairman, we support the reduction of the eligibility requirement that a veteran be unemployed 15 out of the 20 preceding weeks to 5 out of the 20 preceding weeks. We feel this has been a negative factor in the program since inception, and we are pleased with the change.

We are also pleased to hear that the committee has recommended $75 million be authorized for the program. Also that the 14-year educational requirement has been eliminated, and that service connected disabled veterans will receive preference under the program.

Mr. Chairman, New Jersey VFW supports H.R. 1408.

Mr. Chairman, the New Jersey VFW is very concerned about the fact that New Jersey is said to rank 49th in the country in meeting job placement goals under the Emergency Veterans Job Training Act. This concerns us because for the last few years the VFW of New Jersey, as well as other veterans organizations, have enjoyed a very open and honest line of communication with our State Department of Labor and Federal veterans employment representatives. We meet at least monthly with these people and are privileged to their workings and given the opportunity for our input.

Although we do not question the ranking or the figures, which obviously today we can figure out why nobody can question the figures at all, we of the Veterans of Foreign Wars feel our labor people in New Jersey are doing an excellent job in serving the veterans of our State. Their dedication to our veterans is unquestionable.

The State of New Jersey today enjoys a very healthy economy and, as a result, a very low unemployment rate. Our understanding is that the State of Massachusetts, which ranks 50th in the Emergency Veterans Job Training Act with job placements, also enjoys a healthy economy and an unemployment rate lower than New Jersey.

Mr. Chairman, we do not claim to be labor experts. However, we feel this may be one of the reasons for our low job placement ranking. The New Jersey VFW sincerely hopes that after this morning's hearing you and your subcommittee are able to determine where the problem lies.

Mr. Chairman, the Emergency Veterans Job Training Act has tremendous potential and should be pursued with the utmost vigor by all concerned. The Veterans of Foreign Wars, in concert with other service organizations, has repeatedly stressed the need for increased publicity, the streamlining of administrative procedures, and a joint, concentrated effort to educate veterans, employers, and employment representatives with the program and its benefits.

This concludes my testimony; however, I would like to play two public service announcements, 30-second public service announcements for you that the New Jersey VFW prepared and sent to 75 radio stations in our State, and to those stations in neighboring States that cater to New Jersey listeners.

> If you are currently unemployed and a veteran of either Vietnam or Korea, you may be eligible for job training in programs approved under the Emergency Veterans Job Training Act. To see if you qualify, obtain an application from your local office of the State Job Service, or VA Regional Office. If you need assistance to find a suitable employment goal or training, counseling is available from either the Job Service or the Veterans Administration. This message is brought to you by the N.J. Veterans of Foreign Wars.

That one was geared to the veteran. This one was geared to the employer, and they went out at the beginning of the program, back last year.

> Mr. Employer. Did you know that you can receive up to $10,000 if you hire and train an eligible Vietnam or Korean era veteran. If your business is in a growth industry, requires technical skills, or needs more qualified people than currently available, you may be eligible. To find out more about the Emergency Veterans Job Training Act, contact your State Job Service or VA Regional Office. This message is brought to you by the New Jersey Veterans of Foreign Wars.

Thank you.

Mr. Florio. Thank you very much.

[The prepared statement of Mr. Wallace appears on p. 125.]

STATEMENT OF WARREN DAVIES, NATIONAL EXECUTIVE COMMITTEEMAN, NEW JERSEY DEPARTMENT OF THE AMERICAN LEGION

Mr. Davies. Before I read my written statement, I would also like to reiterate what Mr. Wallace made mention of.

We do not see at the grass roots the unemployment rate that we saw a few years ago. Our contacts, of course, are mostly with the legionnaires who come to our meetings, attend our forums, and in all cases—I shouldn't say all, because that would be absolute—but in a great majority of the cases the unemployment is not there, what we had thought it would be over the years.

Mr. Florio. Mr. Davies, let me just refer you to a mutual friend of ours, Mildred DiFante, who presided over the organizational effort at our Camden County facility, and I think that she will verify for you what it is that I saw that was reflected in that picture.

Mr. Davies. I have seen that picture.

Mr. Florio. Substantial people who—quite frankly, not to be overly dramatic, it reminded me of something out of a Steinbeck novel; people in the Depression, looking for assistance, who had in many instances given up hope and were enthused that here was an opportunity that somebody was going to listen and someone was going to provide some assistance. I think something has come out of that.

I am really a bit disconcerted to hear the perception that there is not a real problem because my office, in my office we even get people calling from Pennsylvania because we have become identified with this problem, and we've got people from Philadelphia who call over, asking for assistance in job placement, who announce themselves as unemployed veterans, Vietnam veterans. One of the ads, and I commend Mr. Wallace and the VFW for that ad, we have other ads that Ron Jaworski and myself appeared on a television ad, a public service ad, promoting Operation Match. The response was, as I say, something that was impressive.

So, it may very well be that we are all not traveling in the same circles, but I would suggest to you that there are still pockets, if not a uniform situation. There are pockets of depressed economic veterans who are in need of some assistance.

It has been given to me that nationally Vietnam vets are unemployed, have an unemployment rate of 7.6. Nonvets of the same age are in the area of 5.6. I think we have got some unique problems to Vietnam veterans that we are trying to deal with, and this program, of course, is trying to deal with their concerns, and the hearing is trying to evaluate what we can do to make the program effective.

Mr. **Wallace**. If I could just say one thing.

Mr. **Florio**. Sure.

Mr. **Wallace**. As a member of the State Jobs Training Coordinating Council, the group that supervises the millions of dollars that comes in through the Job Training Partnership Act, we started to look at those pockets, whether some of the Governor's discretionary money should come to Newark, whether it should go to Camden, whether it should go to Elizabeth, whether it should go to Paterson, because when you look at someone who has been unemployed 15 or 20 weeks he is obviously the hard-core unemployed. And, obviously, if you look at who fought the Vietnam war, I think New Jersey has their pockets here in Newark, has them in Camden; those are the people who fought that war, and we're going to try to get some money and gear it toward hitting those hard-core unemployed with vocational rehabilitation training, and so forth.

Mr. **Florio**. OK.

Mr. Davies.

Mr. **Davies**. The American Legion in New Jersey welcomes the opportunity to share our views with members of this subcommittee regarding the Emergency Veterans Job Training Program, and our perception of the problems which have contributed to the quota not being achieved in our State.

Let me say up front that an extension of the EVJTA is wholeheartedly endorsed by the American Legion. This is not to say, however, that some changes are not necessary in order to improve performance. These changes are not relative exclusively to New Jersey. We believe the legislation must be revised to reduce the period of time a veteran must be unemployed in order to qualify for the program. The current timeframe of 15 of the last 20 weeks is totally unrealistic, and I will talk about this more in detail later.

At our 1984 national convention in Salt Lake City, we unanimously approved Resolution No. 279 which recommended extension of the program for 2 years, and changed the unemployment timeframe to 2 weeks. It is my understanding that Congressman Daschle has already made that proposal.

The American Legion is aware and has been mindful of the performance of the EVJTA, both in New Jersey and at the national level. As recently as March 19, 1985, testimony was provided in Washington by the Director of our National Economic Commission before this very subcommittee. This testimony reiterated our position regarding the changes necessary.

At the State level, the chairman of our Economic Committee is a member of the State Job Service Veterans Advisory Council, which meets regularly with Job Service management to discuss problem areas relating to veteran services and recommend solutions to these problems. This council is made up of representatives from the major veterans organizations in New Jersey, as well as representatives from the Governors Veterans Council, the Agent Orange Commission, the Governors State Job Training Coordinating Council, and the U.S. DOL Veterans Employment and Training Service. We have found this to be an excellent forum for two-way communication.

Let me say a few things about the State Job Service. We in the American Legion rely heavily on the Job Service to provide employment and training services for veterans. They are an integral part of the American Legion's program nationwide. We urge Congress to provide full funding for their operations.

In New Jersey, about one-third of the job service field staff are devoted exclusively to providing services to veterans, and in fact about 35 percent of all job placements by the job service of New Jersey are veterans. Local veteran representatives and disabled veterans' outreach aides are located throughout the State. Our relationship with these dedicated veteran staffs have been good, and we have urged our local post employment officers to get to know these people on a first-name basis. As a matter of fact, one of the disabled outreach aides serves on our State Economic Committee and has provided this committee with valuable insight on many issues, including EVJTA.

Let's get to several specifics: The 15-week unemployment criteria has hurt this program in New Jersey. Veterans who are otherwise eligible, who profess certain job skills, who are at least high school graduates, and who have financial responsibilities to meet, such as some mortgage payments, car loan payments, et cetera, cannot afford to remain unemployed for very long. They want to work. They need that paycheck. When you consider that New Jersey has been in the midst of an economic recovery, it is easier to find a job than to wait for the required time for program eligibility. Our understanding is that many otherwise qualified veterans have chosen this route, even though the jobs may not have been their first preference. The job service statistics seem to bear this out.

In spite of the poor statistics on the EVJT Program, the job service has met or exceeded the federally mandated performance indicators for veterans in New Jersey for some time.

The dual roles of the job service and the VA, at least in New Jersey, has contributed to delays in certification process for EVJTP clients. We have heard of these cases taking an excess of 3 months from the date of application for the job service to the issuance of certification of eligibility by the VA. We are not sure why the program was designed with this dual role, but we do know that any program dealing with one bureaucracy is preferable to dealing with two. Our preference would be that the responsibility for the entire program be shifted to the employment and training experts at Job Service.

There should be a concerted effort in New Jersey to increase individualized job development and/or to utilize other job training approaches for these certified veterans whose job skills do not match the skill requirements of the certified employers. This is not a small task and it is not an easy task. But in our opinion it is essential.

We appreciate your allowing us to be here this morning.

[The prepared statement of Mr. Davies appears on p. 127.]

Mr. FLORIO. Let me thank both of you and the organizations, of course, that you represent for your continuing concern about all veterans, but particularly Vietnam-era veterans, the Korean war veterans who are, in fact, eligible under this program.

I am looking forward to continuing to work with both of you individually, as well as your organizations and the other veterans organizations in the State, toward the end of trying to correct deficiencies that may exist in this program so as to make it achieve what it is it is supposed to achieve.

I suppose the concluding comment I would make about the hearing and the project is that unfortunately it has reinforced the perception that some have about governmental programs. We have the highest of goals that we are trying to achieve, and yet there seems to be something in the nature of the bureaucratic system that a simple goal can be made much more complex than it really is, and that if we involve one level of government or two, or in this case three, you are almost inevitably going to get different interpretations and it may very well mean that we are not going to be, we as the Congress, are not going to be able to rely upon the administrative discretion being delegated to the agencies that are involved in programs of this sort to the degree that we have in the past.

I think that is unfortunate, because that really means that the Congress has to sit down and write the law in a more rigid, less discretionary way, and there are problems associated with that. At the same time if we are distributing and delegating administrative authority to implement the statutory goals to agencies that don't, first of all, communicate with each other; have different interpretations of what success or failure is, then it is inevitable that we have some things such as we see here talked about today: confusion, chaos, and ultimately disillusionment on the part of those who are supposedly the beneficiaries of this program.

So I think that this has been a valuable hearing. I would ask unanimous consent that other members of the committee have the authority to insert statements into the record, and that we will be submitting some questions to some of our witnesses today in writing, to follow up on their testimony, and would appreciate their cooperation in responding to those questions.

I thank the last two witnesses for their patience and their cooperation, and would thank everyone who is in attendance today for their participation as well.

If there is no further business to come before the subcommittee, the subcommittee stands adjourned.

[Whereupon, at 11:45 a.m., the proceedings were adjourned.]

APPENDIX

OPENING STATEMENT

HONORABLE TOM DASCHLE, CHAIRMAN

SUBCOMMITTEE ON EDUCATION, TRAINING AND EMPLOYMENT

MAY 17, 1985

NEWARK, NEW JERSEY

THE SUBCOMMITTEE WILL COME TO ORDER, PLEASE.

WE ARE PLEASED TO BE HOLDING THIS HEARING WHICH WAS REQUESTED BY MY GOOD FRIEND AND MEMBER OF THE SUBCOMMITTEE ON EDUCATION, TRAINING AND EMPLOYMENT, JIM FLORIO. HE HAS BEEN AN ACTIVE MEMBER OF THE SUBCOMMITTEE AND IS PARTICULARLY CONCERNED ABOUT THE PROGRAM WE ARE GOING TO REVIEW TODAY. IT IS ALSO A PLEASURE TO BE IN THE DISTRICT REPRESENTED BY OUR DISTINGUISHED COLLEAGUE, THE HONORABLE PETER RODINO, AND IN THE FEDERAL BUILDING WHICH BEARS HIS NAME. OUR COMMITTEE RECEIVES STRONG SUPPORT FROM CONGRESSMAN RODINO AND FROM ALL MEMBERS OF THE NEW JERSEY DELEGATION.

THROUGH THE YEARS, CONGRESS HAS APPROVED A COMPREHENSIVE PROGRAM OF RIGHTS AND BENEFITS FOR VETERANS IN RECOGNITION OF THEIR SPECIAL CONTRIBUTION TO OUR NATION. CONGRESSIONAL RESPONSIBILITY FOR THESE PROGRAMS, HOWEVER, DOES NOT END WHEN THE PRESIDENT SIGNS A BILL INTO LAW. IT IS THE RESPONSIBILITY OF THE COMMITTEE ON VETERANS' AFFAIRS TO ENSURE THAT PROGRAMS ARE ADMINISTERED BY THE AGENCIES INVOLVED AS INTENDED BY THE CONGRESS. THIS MONITORING PROCESS IS CARRIED OUT AT OVERSIGHT HEARINGS HELD BOTH IN WASHINGTON, D.C. AND IN THE FIELD. FIELD HEARINGS ARE PARTICULARLY IMPORTANT BECAUSE THEY PROVIDE THE OPPORTUNITY TO HEAR FROM THE PEOPLE WHO WORK WITH THESE PROGRAMS AT THE "GRASS ROOTS" LEVEL. TODAY, THE SUBCOMMITTEE IS MEETING IN ORDER TO EVALUATE THE IMPLEMENTATION AND ADMINISTRATION OF THE EMERGENCY VETERANS' JOB TRAINING ACT OF 1983, PUBLIC LAW 98-77.

LEGISLATION WAS INTRODUCED AND THE CONGRESS LATER PASSED PUBLIC LAW 98-77 IN RESPONSE TO THE SEVERE EMPLOYMENT DIFFICULTIES EXPERIENCED BY VIETNAM ERA AND KOREAN CONFLICT VETERANS. THE SEVERE RECESSION AND FUNDAMENTAL STRUCTURAL CHANGES IN THE AMERICAN ECONOMY EXACERBATED PRE-EXISTING EMPLOYMENT PROBLEMS AND CONTRIBUTED TO THE HIGHEST UNEMPLOYMENT RATE EVER RECORDED FOR THESE VETERANS. AS THE ECONOMY IMPROVED, MANY OF THESE VETERANS WERE ABLE TO RE-ESTABLISH THEMSELVES IN THE WORK FORCE. TOO MANY OTHER VIETNAM ERA VETERANS, HOWEVER, AS SHOWN BY RECENT BUREAU OF LABOR STATISTICS REPORTS, ARE STILL UNEMPLOYED, LACKING THE SKILLS AND TRAINING TO FIND MEANINGFUL, PERMANENT JOBS. IN APRIL 1985, OVER 415,000 VIETNAM ERA VETERANS WERE STILL LOOKING FOR WORK. ADDITIONALLY, THESE VETERANS BETWEEN THE AGES OF 30 AND 39 WERE UNEMPLOYED AT A RATE OF 7.6 PERCENT WHILE THEIR NON-VETERAN PEERS WERE UNEMPLOYED AT THE MUCH LOWER RATE OF 5.6 PERCENT. THIS DISPARITY IN THE UNEMPLOYMENT RATE BETWEEN VETERANS AND NON-VETERANS IS PARTICULARLY ALARMING AND UNACCEPTABLE.

THE PURPOSE OF EVJTA IS TO CREATE NEW ON-THE-JOB TRAINING OPPORTUNITIES FOR VIETNAM ERA AND KOREAN CONFLICT VETERANS BY PROVIDING INCENTIVES FOR EMPLOYERS TO HIRE AND TRAIN THESE VETERANS FOR POSITIONS THAT INVOLVE SIGNIFICANT TRAINING OR RETRAINING. THIS JOB TRAINING PROGRAM HAS PROVEN TO BE A VERY GOOD ONE. THE INITIAL MONTHS OF EVJTA WERE DISAPPOINTING WITH A START-UP TIME THAT WAS LONGER THAN EXPECTED. NATIONALLY, HOWEVER, THE PROGRAM HAS NOW ESTABLISHED A GOOD RECORD AND WIDE ACCEPTANCE BY BOTH VETERANS AND EMPLOYERS. AS OF APRIL 30, 1985, NEARLY 322,000 VETERANS HAD BEEN CERTIFIED AND RECERTIFIED TO PARTICIPATE IN EVJTA, AND 46,885 EMPLOYERS HAD BEEN APPROVED TO PROVIDE 110,236 JOB SLOTS. MOST IMPORTANTLY, NEARLY 30,000 VETERANS HAD BEEN PLACED IN JOBS. HERE IN NEW JERSEY, HOWEVER, LATEST STATISTICS SHOW THAT ONLY 324 VETERANS HAVE BEEN PLACED IN JOBS UNDER THIS PROGRAM WHILE 4,469 JOB SLOTS HAVE BEEN APPROVED.

LEGISLATION WHICH I INTRODUCED AND WHICH JIM FLORIO ACTIVELY SUPPORTED, H.R. 1408, WAS REPORTED BY THE VETERANS AFFAIRS COMMITTEE WEDNESDAY. THIS BILL, THE VETERANS' EMPLOYMENT AMENDMENTS OF 1985, WOULD AMEND THE EMERGENCY VETERANS' JOB TRAINING ACT AS FOLLOWS:

1. IT WOULD EXTEND THE DATE BY WHICH A VETERAN MUST APPLY TO PARTICIPATE IN EVJTA FROM FEBRUARY 28, 1985, TO DECEMBER 31, 1985;

2. IT WOULD EXTEND THE DEADLINE BY WHICH A VETERAN PARTICIPANT IN EVJTA MUST BE ENROLLED IN A JOB TRAINING PROGRAM FROM SEPTEMBER 1, 1985, TO JULY 1, 1986;

3. IT WOULD AMEND THE REQUIREMENT THAT A VETERAN BE UNEMPLOYED FOR 15 OF THE 20 WEEKS TO 5 OF THE 20 WEEKS IMMEDIATELY PRECEDING THE DATE OF THE VETERAN'S APPLICATION FOR PARTICIPATION IN THE PROGRAM;

4. AND, FINALLY, IT WOULD PROVIDE AN AUTHORIZATION OF $75 MILLION FOR EVJTA FOR FISCAL YEAR 1986.

IN ANTICIPATION OF AN EXTENSION OF EVJTA, IT IS IMPORTANT THAT WE EXAMINE ANY PROBLEMS WITHIN THE PROGRAM AND LOOK FOR SOLUTIONS TO THOSE PROBLEMS. THE NUMBERS INDICATE THAT THE STATE OF NEW JERSEY IS HAVING DIFFICULTIES MEETING THE PLACEMENT GOALS FOR THIS STATE. WE ARE HERE TO ASCERTAIN WHAT IMPEDIMENTS TO SUCCESS EXIST HERE AND TO DISCUSS WITH THOSE OF YOU WHO WORK WITH EVJTA IN NEW JERSEY WHAT STEPS MIGHT BE TAKEN TO IMPROVE THE SITUATION.

I BELIEVE THE TIMING OF THIS HEARING IS PARTICULARLY APPROPRIATE. THE VETERANS' EMPLOYMENT AND TRAINING SERVICE OF THE DEPARTMENT OF LABOR HAS ASKED THAT EACH STATE MAKE A SPECIAL EFFORT IN MAY TO PLACE THE MAXIMUM NUMBER OF ELIGIBLE VETERANS INTO JOBS UNDER EVJTA. A GOAL OF 3,000 MATCHES NATIONWIDE DURING THE MONTH HAS BEEN ESTABLISHED. I KNOW THAT THE STATE OF NEW JERSEY IS ANXIOUS TO CONTRIBUTE TO THE ACHIEVEMENT OF THIS GOAL, AND THE SUBCOMMITTEE ON EDUCATION, TRAINING AND EMPLOYMENT IS ANXIOUS TO HELP YOU TO MEET THAT CHALLENGE.

BEFORE WE PROCEED TO OUR FIRST WITNESS, I WANT TO RECOGNIZE CONGRESSMAN JIM FLORIO, A VERY ACTIVE MEMBER OF THE SUBCOMMITTEE WHO REPRESENTS THE FIRST DISTRICT OF NEW JERSEY. I WANT TO THANK YOU, JIM, FOR REQUESTING THAT THIS HEARING BE HELD AND COMMEND YOU FOR THE SUPPORT YOU GIVE THE SUBCOMMITTEE AND FULL COMMITTEE, NOT ONLY ON THIS PROGRAM BUT ALL VETERANS' RIGHTS AND BENEFITS.

JIM, WOULD YOU LIKE TO MAKE A STATEMENT AT THIS TIME?

LET ME SAY THAT WE DO HAVE ALL OF YOUR WRITTEN STATEMENTS WHICH WILL BE INCLUDED IN THE OFFICIAL HEARING RECORD. WE WOULD GREATLY APPRECIATE IT IF, IN THE INTEREST OF TIME, YOU WOULD SUMMARIZE YOUR STATEMENTS. THIS WILL GIVE US THE OPPORTUNITY TO FOLLOW UP YOUR STATEMENTS WITH QUESTIONS.

OUR FIRST WITNESS THIS MORNING WILL BE THE HONORABLE KENNETH GIBSON, MAYOR OF NEWARK. WE VERY MUCH APPRECIATE THE HOSPITALITY EXTENDED TO US BY YOUR FINE CITY, MAYOR GIBSON.

PREPARED STATEMENT OF HON. JAMES J. FLORIO

The Emergency Veterans Job Training Act, Pub. L. 98-77, has employed nearly 30,000 veterans nationally. These are hard figures which have been validated by the Veterans Administration and the United States Department of Labor. These are impressive figures and they represent the largest employment and training effort ever to be aimed at the Vietnam and Korea Era veterans. The program is working.

I am proud to have been one of the cosponsors of the original legislation which created the Emergency Veterans Job Training Act. I am as proud of my sponsorship of the Veterans Employment Amendments of 1984, H.R. 1408, introduced by our distinguished Chairman, Tom Daschle of South Dakota. His determination and sensitivity to the needs of the hundreds of thousands still unemployed veterans are the best allies those men and women have. I am confident that they will not be disappointed with his actions. H.R. 1408 would substantially lengthen the program and reauthorize additional funds for it. As importantly, there would be a lessening of the unemployment period which a veteran must endure before becoming eligible for the program. This would allow more veterans to take advantage of the benefits offered.

We are here today in the largest city in my home state of New Jersey. Perhaps it is not inappropriate that we begin here in Newark today, in an area of continued high unemployment, to examine the implementation of the Emergency Veterans Job Training Act in New Jersey. Not all states have benefitted equally from this program and it is my hope that we as a state, and as a community, can fully share in the success of the program.

Several areas of specific concern have prompted my request of the Chairman for this hearing. I am concerned about the poor performance of New Jersey with the program. There are thousands of still unemployed New Jersey Veterans and I would like to ascertain just what is being done to reach out to these men and women and try to bring the program to them. Additionally, I am most concerned about the new legislation which will further the program—H.R. 1408. This relaxation of the "unemployment requirement" will add a substantial increase of eligible veterans to the program in New Jersey. I am hopeful that this new influx not be received with procedures and policies which have not been geared to them. We in New Jersey can benefit tremendously from this new law if, and only if, those charged with implementing the program are prepared for it.

I am very concerned about the effectiveness of the mechanism which is supposed to "match" the approved jobs with the veterans certified as eligible for the program. If the state does have as poor a record as statistics indicate, it would seem that this area is one which deserves some scrutiny. I am hopeful that the subcommittee can learn of New Jersey's procedures in this area.

I will close, Mr. Chairman, by thanking you again for your leadership and concern for the veterans of New Jersey. I recognize the sacrifices which you had to make to be with us here today, and on behalf of New Jersey's nearly one million veterans, I thank you for taking the time to help us look at this important problem.

PREPARED STATEMENT OF HON. KENNETH A. GIBSON, MAYOR, NEWARK, NJ

Good morning. It gives me great pleasure to welcome to Newark, Chairman Daschle and the Subcommittee members, including our own New Jersey Congressman Jim Florio.

This is the largest city in New Jersey and we are quite proud to be the home of the Peter W. Rodino, Jr. Federal Building. We hope you find Newark to be a comfortable place in which to do your work.

Your mission here this morning is a serious and important one. Congress took the time and effort to enact the Emergency Veterans' Job Training Program and appropriate $150 million for its implementation in 1983. It was intended to find jobs for our chronically unemployed Viet Nam-era and Korean conflict veterans. Now, almost two years later, some states have not performed well and you want to know why.

Unfortunately, one of the worst performances has been by New Jersey. In fact, only Massachusetts did worse. You have a right to investigate and find out why the State of New Jersey has only met 32% of its goal of placing 981 veterans in jobs. If there are over 4,000 New Jersey veterans qualified for this program and over 4,000 New Jersey jobs eligible, why have they not been matched in at least 981 cases?

The program has worked so well in the rest of the nation. Why is the State of New Jersey failing its unemployed veterans?

It is my hope that during the course of this hearing this morning, you uncover the cause for New Jersey's poor track record and direct an immediate remedy so that our veterans can receive the employment opportunities they have fought for and deserve.

Again, we are pleased you are conducting this hearing in Newark and wish you well in your proceedings.

PREPARED STATEMENT OF JAMES R. PURDY, DIRECTOR, VA REGIONAL OFFICE, NEWARK, NJ

Public Law 98-77 charged the VA Regional Offices with the secondary responsibility of implementing said Training Act in the following manner:

(1) Reviewing and recommending approval of employer contracts written by the New Jersey Division of Employment Services.

(2) Conducting an outreach and public information program.

(3) Coordinating with the State Director, U.S. Department of Labor, Veterans Employment and Training Service (USDOL/VETS) for information and referral services and training programs for local State Employment Service (SES) personnel.

Each employer is notified of the approval of his contract by letter signed by the Regional Office Director. (Exhibit A) Copies of the approval letters are forwarded to the State Director, USDOL/VETS, for dissemination to the local SES offices. In addition, a computer printout showing detailed information regarding each employer and job slot is forwarded to each SES office. (Exhibit B)

The Newark VA Regional Office has approved 4,497 veterans' applications for certificates of eligibility. The certificate is mailed to the veteran from the VA's Data Processing Center. A copy of each certificate is subsequently forwarded to the Regional Office. The certificate is photostated and forwarded to VETS. (Exhibit C)

The Department of Veterans Benefits (VACO) Weekly Cumulative Report for EVJTA dated April 29, 1985 shows that since the inception of the program, the Newark Regional Office has approved 4,497 veterans' applications for certificates of eligibility; approved 729 employer applications; and, approved 4,469 job slots. The Newark Regional Office is credited with several national employer approvals which are included in the 4,469 total job slots. Excluding the national employer approvals, approximately 2,600 job slots have been approved for New Jersey veterans. (All national employer contracts are approved by VACO). (Exhibit D)

The Veterans' Job Bill Commitment Report, dated May 1, 1985, shows 324 jobs committed for a total of $1,259,558.32. (Exhibit E) The April 30, 1985, Job Act Monthly Pay Status Report showed 210 employers were paid a total of $28,365.09, during April, for 339 veterans. (Exhibit F)

Exhibits G,H,I,J,K, are self-explanatory correspondences pertaining to the Emergency Veterans' Job Training Act that are available.

I will respond at this time to any questions you may have pertaining to our participation in the Veterans' Job Program in New Jersey.

EXHIBIT "A"

Veterans
Administration
20 Washington Place
Newark NJ 07102

In Reply Refer To
309/27

Employer No.:
Approved Program:

Date of Approval:

Dear Employer:

We are pleased to inform you that the above named training program has been approved under the Emergency Veterans' Job Training Act of 1983, Pl 98-77. Please use the employer number shown on all future correspondence.

Your program has an approved length of months and total hours. The maximum possible period of reimbursement under any program is 15 months for disabled veterans and 9 months for veterans who are not disabled. You have indicated that you may have as many as trainee(s) in your program.

Your first step is to locate a veteran who is eligible under this Training Act. Your nearest Job Service Office may be able to help you locate an eligible veteran.

A veteran should establish his/her eligibility by showing you a Certificate of Eligibility, VA Form 22-8928. If you decide to hire the veteran, then you should complete the attached form entitled Notice of Intent to Employ a Veteran, VA Form 22-8930. Send this intent form to the Houston address shown on the form.

This approval notice is no guarantee that you will actually receive reimbursement under the Job Training Act. Funds are limited and there is a possibility that funds will not be available for the reimbursement of a particular veteran.

The Veterans Administration has 14 days in which to notify you that funds are not available for your particular veteran. The 14 days will start from the day that your letter to Houston, containing the VA Form 22-8930, is postmarked. The Veterans Administration will have 14 calendar days from that date in which to put the reply into the mail. Therefore, you should allow for normal mailing time in addition to the 14 days if you wish to be absolutely sure that funds are available.

Our Houston office will notify you as soon as possible regarding the availability of funds. If funds are available, Houston will mail you a supply of the forms you need to obtain reimbursement along with instructions.

The earliest date from which you could be reimbursed is the date of approval shown above. Please keep in mind that reimbursement is for half of the starting wage without regard to overtime, premium pay, or fringe benefits.

Please remember that you must furnish the veteran a copy of your application for approval under this program, VA Form 22-8929 plus attachments. You should obtain a veteran's written acknowledgement that he/she has received a copy of these documents. Also, please remember that you must continue to comply with the 14 certification requirements listed on the reverse side of the application form.

If there are any questions we can help you with concerning this Job Training Act, please call the Education Services Unit at (201) 645-3518 or 6588.

Sincerely yours,

JAMES R. PURDY
Director

EXHIBIT "B"

```
EMPL: JIM'S RENTAL SERVICE, INC.          CONT: F Cirigliano 201-363-0187
STREET: 2147 Route 9
CTY/ST: Howell, NJ                                           ZIP: 07731

JOB: Service Supervisor                #: 1     RTE: $7.00 MOS: 25 HRS: 4161
JOB:                                   #:       RTE:       MOS:    HRS:
JOB:                                   #:       RTE:       MOS:    HRS:

NJJS REP: B Anderson        EMPL ID#: 090049530   APPRV DTE: 2/4/85

JOB (ADD'L):                           #:       RTE:       MOS:    HRS:


EMPL: ALL-WOOD RAILS, INC.                CONT: H Hensal 609-228-4948
STREET: P O Box 526
CTY/ST: Sicklerville, NJ                                     ZIP: 08081

JOB: WOODWORKING MACHINIST             #: 3     RTE: $5.00 MOS: 36 HRS: 6240
JOB:                                   #:       RTE:       MOS:    HRS:
JOB:                                   #:       RTE:       MOS:    HRS:

NJJS REP: J Villhauer       EMPL ID#: 090049430   APPRV DTE: 2/4/85

JOB (ADD'L):                           #:       RTE:       MOS:    HRS:


EMPL: INTERSTATE MOTOR PLAZA              CONT: D Dow 201-529-2704
STREET: 280 Rte 17 So.
CTY/ST: Mahwah, NJ                                           ZIP: 07430

JOB: MANAGER, SHIFT                    #: 1     RTE: $8.40 MOS: 25 HRS: 4731
JOB:                                   #:       RTE:       MOS:    HRS:
JOB:                                   #:       RTE:       MOS:    HRS:

NJJS REP: A Landau          EMPL ID#: 090049830   APPRV DTE: 2/8/85

JOB (ADD'L):                           #:       RTE:       MOS:    HRS:


EMPL: OCEAN SERVICES INTERNATIONAL        CONT: W F Clark 201-823-9797
STREET: P O Box 451
CTY/ST: Cranford, NJ                                         ZIP: 07016

JOB: WAREHOUSE MGR., ASST.             #: 1     RTE: $6.00 MOS: 120HRS: 20800
JOB:                                   #:       RTE:       MOS:    HRS:
JOB:                                   #:       RTE:       MOS:    HRS:

NJJS REP: F Pinto           EMPL ID#: 090049230   APPRV DTE: 1/29/85

JOB (ADD'L):                           #:       RTE:       MOS:    HRS:
```

EXHIBIT "C"

Veterans Administration

REF:

FILE NUMBER:
C-

DATE ISSUED:

EXPIRATION DATE:

CERTIFICATE OF ELIGIBILITY
FOR THE
EMERGENCY VETERANS' JOB TRAINING ACT OF 1983

This is to certify that the person identified above has been found eligible to participate in the Emergency Veterans' Job Training Act of 1983 (Public Law 98-77).

Financial assistance may be provided to an employer on behalf of this veteran for:

INFORMATION FOR VETERANS

You should take this Certificate to any potential employer. Your State Employment Service (or Job Service) local office may be able to help you to locate an employer, or you may be able to locate an employer on your own.

If you locate an employer who is not yet approved under this program, you should encourage the employer to seek approval. The employer should contact the nearest State Employment Service (or Job Service) local office or the nearest VA regional office for an application and assistance.

If you are hired under this program, you may not receive VA educational benefits at this same time. Any education benefits you are receiving will be stopped effective the date your training program begins.

This Certificate of Eligibility is only valid through the expiration date shown above. To request renewal, you should submit a new application to your nearest VA regional office. You may call the regional office to obtain a new application form. The toll-free telephone number of the regional office is in the telephone directory under U.S. Government.

See reverse side for additional information.

VA Form
JAN 1985 **22-8928**

EXISTING STOCKS OF VA M 22-8928, MAR 1984,
WILL BE USED.

VA COPY 2

INFORMATION FOR EMPLOYERS

Under this program, the VA can reimburse an employer for half of a trainee's wages during the training period. Reimbursement will be based on the entry wage rate without regard to overtime, premium pay or fringe benefits and is limited to the number of months shown on the front. The maximum reimbursement possible is $10,000.

Payment will not be made to an employer on behalf of any veteran whose program of job training begins after September 1, 1985.

If the VA has already approved your job training program under this law, complete and return the NOTICE OF INTENT TO EMPLOY, VA Form 22-8930, to VA Regional Office (243), P.O. Box 540008, Houston, TX 77254. You received the Notice of Intent form at the time you were advised that your program was approved. If funds are not available, the Houston Regional Office will notify you within fourteen (14) days.

If your program has not yet been approved, contact your nearest State Employment Service (or Job Service) office or VA regional office for an application and assistance. You will find the toll-free telephone number for your nearest VA regional office in the telephone directory. The number for your nearest State Employment Service (or Job Service) office is listed in the telephone directory under the state government section.

NOTE: Funds for this program are limited. This Certificate is not a guarantee that funds will be available for the training of this veteran. However, once the Notice of Intent form is processed (see above) and it is determined that funds are available, the full amount necessary to reimburse you for the veteran's training will be set aside.

EXHIBIT "D"

DVB WORKLOAD REPORT RCS 20-0207 (WEEKLY)

29-Apr-85	WEEKLY CUMULATIWEEKLY CUMULATIVE - Emergency Veterans' Job Training Act										
	VETERANS APPLICATIONS				EMPLOYERS' APPLICATIONS				C.P.S.	VR&C	
	Received (33)	Renewals/ Reapplies Received (34)	Approved (35)	Denied (36)	Received (37)	Denied (38)	Approved (39)	Job Slots Approved (40)	Jobs Filled (41)	Counsel. Requests (42)	Handicap Determinations (43)
EASTERN REGION											
Atlanta............	3,550	500	2,789	680	633	117	512	1,430	N/A	1,291	3
Baltimore..........	4,734	933	3,608	1,004	337	9	328	564	N/A	1,809	0
Boston.............	2,097	245	1,803	263	284	43	240	337	N/A	791	0
Buffalo............	12,364	3,643	11,230	1,130	2,249	203	2,037	3,551	N/A	2,531	1
Columbia...........	5,723	1,017	5,038	685	1,436	66	1,370	2,754	N/A	1,247	2
Hartford...........	2,945	802	2,544	397	376	6	360	833	N/A	715	0
Huntington.........	6,132	1,925	5,689	390	509	5	504	763	N/A	718	0
Manchester.........	801	144	705	96	133	17	115	169	N/A	206	1
New York...........	7,895	2,105	6,682	1,189	1,745	18	1,727	2,483	N/A	4,137	3
Newark.............	5,756	1,049	4,497	1,202	974	245	729	4,469	N/A	1,619	1
Philadelphia.......	11,501	1,744	9,853	1,486	1,709	12	1,697	3,180	N/A	2,665	37
Pittsburgh.........	13,140	1,385	11,307	1,625	1,693	92	1,601	2,842	N/A	2,747	15
Providence.........	2,435	502	2,100	285	310	6	304	505	N/A	653	0
Roanoke............	4,090	801	3,251	686	697	38	659	1,529	N/A	899	0
San Juan...........	3,130	622	2,684	446	132	49	83	93	N/A	445	0
St. Petersburg.....	8,530	348	7,157	1,025	1,880	52	1,807	3,860	N/A	2,135	5
Togus..............	1,713	333	1,392	318	234	20	212	294	N/A	504	0
Washington.........	2,418	451	1,770	559	363	106	255	849	N/A	902	3
White River Jct....	829	160	660	168	119	28	87	107	N/A	122	0
Wilmington.........	1,127	238	989	127	191	6	185	198	N/A	221	2
Winston Salem......	6,322	1,130	5,245	935	1,064	4	1,044	2,802	N/A	1,584	0
TOTALS.............	107,232	20,077	90,993	14,696	17,068	1,142	15,856	33,612	NA	27,941	73
LAST WEEK	0	0	0	0	0	0	0	0	NA	0	0
CHANGE.............	107,232	20,077	90,993	14,696	17,068	1,142	15,856	33,612		27,941	73
LAST YEAR..........											
CHANGE.............											

EXHIBIT "E"

DATE 05-01-85

VETERANS' JOB BILL COMMITMENTS
BY STATE

CDEW 692 294

PAGE 3

STATE	NO. JOBS	MONTHS	TOTAL HOURS	TOTAL DOLLARS
NJ	324	2,042.72	353,169	1,259,558.57
NM	442	3,070.89	529,400	1,715,823.68
NV	397	2,686.14	463,815	1,635,395.25
NY	1,672	11,267.73	1,933,055	6,252,175.34
OH	1,309	9,904.78	1,712,085	5,729,477.84
OK	918	6,550.86	1,136,498	3,530,121.69
OR	786	5,761.81	998,173	3,391,977.77
PA	2,079	15,021.45	2,576,285	8,059,156.56
PR	56	418.88	71,843	142,563.90
RI	232	1,698.13	292,515	967,975.21
SC	477	3,371.60	590,513	1,627,170.24
SD	55	415.77	72,380	233,700.00
TN	526	3,708.16	649,103	1,776,859.57
TX	1,971	12,580.22	2,154,610	7,161,331.03
UT	396	2,639.22	452,678	1,497,186.95

EXHIBIT "F"

DATE 04-30-85

IRS ACT MONTHLY [illegible] STATUS
REPORT BY EMPLOYER NUMBER

CLIN [illegible] - 284

PAGE NO. 11

EMPLOYER NUMBER	EMPLOYEE NAME	FILE NUMBER	STATUS	CHECK AMOUNT
090046330	A M [illegible]	18-01-522	309	
090046630	D F [illegible]	29-22-4074	309	
090047230	L MORE	25-74-5561	310	
090047330	K R WRIEN	223-68-7714	39	
	J POVIT	29-21-2364	309	
090048130	J F MATOS	17-51-5707	309	
090048630	L SINGT	19-60-0157	309	855.00
090048730	L A WALKI	23-03-1631	309	680.00
090048830	T G BRINA	110-36-6778	309	
090049030	L E HILL	138-38-9303	309	
	A J TARMA	143-30-1404	309	
	L CRUZ	061-42-9966	306	
	E L QUINO	140-40-1404	309	
090049330	J W ROLLI	283-32-0914	309	
	R MOJEI	29-73-8926	309	
	A P POVER	151-50-4965	309	
	W E ALLIS	29-50-7378	309	
	J MAPII	244-90-0342	309	
090049530	J E COLON	09-31-2907	309	
090050030	M CUFNA	142-46-7027	309	
090050630	J J OCEMA	137-50-5826	309	
090050930	S JACKS	251-07-4029	309	
TOTALS 210	339			328,165.18

Noted 3/29/85
JRP

EXHIBIT "G"

STATE OF NEW JERSEY
DEPARTMENT OF LABOR
DIVISION OF EMPLOYMENT SERVICES
LABOR AND INDUSTRY BUILDING
TRENTON, NEW JERSEY 08625-0058

CHARLES SERRAINO
Commissioner

WILLIAM A. TRACY
Director
(609) 292 2400

March 30, 1985

Mr. James R. Purdy, Director
Regional Office
Veterans Administration
20 Washington Place
Newark, New Jersey 07102

Dear Mr. Purdy:

We are currently engaged in a major new drive to increase the number of New Jersey veterans participating in the Emergency Veterans Job Training program.

Of immediate concern are those veterans already certified as eligible who have yet to be placed on the job and still are in need of job development or other employment services.

To expedite the placement of these veterans, we are asking you to furnish us with a complete list of all certified eligible New Jersey veterans including their social security numbers. This will insure that no veteran is being left out due to clerical oversight or mischance.

Please let me know if I can be of any assistance in this matter.

Sincerely,

Alex P. Kassel, Chief
Bureau of Employment Programs

New Jersey Is An Equal Opportunity Employer

MD-49.10 (9-84)

EXHIBIT "H"

STATE OF NEW JERSEY
DEPARTMENT OF LABOR
DIVISION OF EMPLOYMENT SERVICES

CHARLES SERRAINO
Commissioner

WILLIAM A. TRACY
Director

May 6, 1985

Mr. William Caubet
Secretary
N.J. Vietnam Veterans Civic Council
20 Washington Place
Newark, New Jersey 07102

Dear Mr. Caubet:

The minutes of the March 23, 1985 Vietnam Veterans Civic Council meeting have recently been brought to my attention.

A statement appearing on Page 8 of these minutes, ascribed to Mr. Wayne Wilson, differs substantially from the facts about the New Jersey Department of Labor's support of Operation Job Match. I have requested Mr. Wilson to clarify the statements ascribed to him in these minutes (see attached).

The New Jersey Department of Labor, Division of Employment Services' participation and support of Operation Job Match was positive and significant. I challenge the accuracy of the statements reflected in these minutes. I would appreciate your communicating this fact to all who received a copy of these minutes. If that is not possible, I would appreciate a copy of the mailing list so I can address the recipients directly expressing my concern. Thank you for your consideration in this matter.

Sincerely,

William A. Tracy, Director
Division of Employment Services

cc: Leon Skull
James R. Purdy
Alan Grohs
Wayne P. Wilson
Don Ceremele
Steven R. Ross
Stanley J. Wides
Robert E. Wallace
Gurney Landers

New Jersey Is An Equal Opportunity Employer

PO-18.10A (9-84)

STATE OF NEW JERSEY
DEPARTMENT OF LABOR
DIVISION OF EMPLOYMENT SERVICES

CHARLES SERRAINO
Commissioner

WILLIAM A. TRACY
Director

May 6, 1985

Wayne P. Wilson, Director
The New Jersey State Commission
on Agent Orange
10th Floor
Broad Street Bank Bldg.
146 East State Street
Trenton, New Jersey 08608

Dear Mr. Wilson:

Attached please find Page 8 from the minutes of the recent VVCC meeting.

Statements ascribed to you in these minutes differ materially and substantially from your statements in our telephone conversation of May 2.

In order to resolve this issue, either a correction to the minutes of the VVCC or documentation of your statements contained on Page 8 must be established.

I would appreciate your immediate attention to this matter.

Sincerely,

William A. Tracy, Director
Division of Employment Services

cc: Leon Skull
James R. Purdy
Alan E. Grohs
Don Cermele
Steven R. Ross
Stanley J. Wides
Robert E. Wallace
Gurney Landers
W. Caubet

New Jersey Is An Equal Opportunity Employer

Lb 10.16A (9-84)

cember 7th meeting will be held at the Milltown VFW Post.

Mr. Caubet stated that the New Jersey Small Business Development Center at Rutgers University has asked the Council to co-sponsor a small business seminar on June 8th. He remarked that in the past two years there have been big elaborate affairs with lunch, displays and small businessmen coming in to participate. This year they plan to have just the seminars. The seminars have been helpful to many Vietnam veterans in the past. He motioned that the VVCC be a co-sponsor for the seminar to be held at Rutgers University in Newark. Mr. Irving Skolnick seconded the motion. The Council voted unaimously to cosponsor the event.

Mr. Wilson stated that he wanted to give an accolade to the Veterans Administration -- to Mrs. Peggues, her staff, Mr. Caubet and the Newark Regional Office for a job well done, above and beyond the call of duty at the Operation Job Match down in South Jersey. He stated that the Department of Labor tried to blow it, but the VA kept them straight. Mr. Wilson stated that the people did yeoman's duty down there and the veterans of South Jersey thanked them very much for an outstanding job.

A discussion revolved around the State furnishing services to Vietnam veterans. It was pointed out that the VVLP was set up to provide outreach to Vietnam veterans, and that the psychological counseling for PTSD was done only by the VA. It was decided to invite the Director of the Bureau of Veterans Services to a meeting to discuss the programs of the State.

ANNOUNCEMENTS:

The Jersey City Vet Center staff is planning a weekly group session for parents of MIA/KIA's. The purpose is to provide an atomsphere for the sharing of struggles and coping with having a son or daughter who is either KIA or MIA and the influence it has on their everyday life. The Center would appreciate any referrals. Questions and referrals can be sent to Sally Norquist or Bill Hill at the Jersey City Vet Center. Phone: 656-8346 or 656-6986

April 12 & 14: The Vietnam Veterans of America in Norwood are having a 24 hour MIA/POW vigil with guest speakers.

May 6 & 7: Vietnam Veterans Memorial dedication in New York City, with a parade and a vigil.

Mr. Bracy announced that this meeting would probably be his last meeting as he is being transferred to Roanoke, Virginia. Mr. DiPane thanked Mr. Bracy for his participation in the Council and wished him success in his endeavors. He asked him to keep in touch.

Agent Orange: Co-sponsoring PTSD seminar in Bridgeton for health and allied health care professionals. The attendance will come from six South Jersey

EXHIBIT "I"

STATE OF NEW JERSEY
DEPARTMENT OF LABOR
DIVISION OF EMPLOYMENT SERVICES

CHARLES SERRAINO
Commissioner

WILLIAM A. TRACY
Director

March 14, 1985

C. Alice Peggues
Veterans Services Officer
Veterans Administration
Regional Office
20 Washington Place
Newark, New Jersey 07102

Dear Ms. Peggues:

I have been informed that another Operation Match is being planned for the Middlesex County area.

It is essential that Division of Employment Services staff, including field management, be involved in planning for this event from the outset. If that does not occur, this Division will not participate in the event.

The Division of Veterans Services has scheduled a Supermarket of Services to Veterans at the Labor Education Center on June 1. The Division of Employment Services will be participating by developing job openings and referring veterans to those openings. If your Operation Match occurs during the same season as the Supermarket, employers will be over-solicited.

Sincerely,

William A. Tracy, Director
Division of Employment Services

WAT:APK:k

cc: James R. Purdy
Alan E. Grohs
Wayne P. Wilson
Don Cermele
Steven R. Ross
Stanley J. Wides
Robert E. Wallace
Gurney Landers
J. Robert White
Toby Frontera

New Jersey Is An Equal Opportunity Employer

EXHIBIT "J"

STATE OF NEW JERSEY
DEPARTMENT OF LABOR

CHARLES SERRAINO
Commissioner

CN 110
TRENTON, NEW JERSEY 08625-0110

March 28, 1985

James R. Purdy, Director
Veterans Administration
Regional Office
20 Washington Place
Newark, New Jersey 07102

Dear Mr. Purdy:

Thank you for your efforts in attempting to increase visibility for the Garden State and its veteran population.

After discussions with the Governor's staff, we feel it more appropriate to use other avenues to achieve the results you suggested regarding a press conference between yourself, Donald Trump and the Governor. With response to your recommendation for an overall focus on Trenton and New Jersey, we feel the Governor's "Pride in New Jersey" promotion will adequately cover that topic.

As you know, the deadline for veterans eligibility for the Emergency Veterans Job Training Program has passed. Indications from New Jersey's Washington Office is that current attempts to have this legislation extended will not be successful. I have instructed the Division of Employment Services to begin an immediate effort to try to develop specific on-the-job training opportunities for those veterans who have been certified as of the February 28, 1985 deadline. New Jersey currently has 4,013 veterans in this category and our on-the-job training efforts on their behalf will begin in the very near future. Regarding the efforts of the Veterans Administration and others in encouraging veterans for employment as performing artists, it is felt those efforts would best be handled by yourself and the principals of the casino industry.

Thanks again for your efforts and concern on behalf of New Jersey. We look forward to the continued cooperation between the New Jersey Department of Labor and the Veterans Administration Regional Office.

Sincerely,

Charles Serraino

COMMISSIONER

New Jersey Is An Equal Opportunity Employer

AD-18A (9-84)

APR 4 1985

309/27

Mr. Charles Serraino
Commissioner
State of New Jersey
Department of Labor - CN 110
Trenton NJ 08625

Dear Commissioner Serraino:

We are in receipt of your March 28, 1985, letter concerning the proposed joint press conference, and thank you for your rapid response. The Governor's promotion "Pride in New Jersey" is an excellent presentation, but it does not address the immediate issue of veterans unemployment and training which is headlined in the March 15, 1985, Morristown Daily Record article attached hereto as "Exhibit A."

You are correct that "the deadline for veterans eligibility for the Emergency Veterans' Job Training Program has passed." It has not passed, however, for employers. Employers may qualify up to September 1, 1985. The tentative press conference was to generate greater employer response. Your letter indicates there are 4,013 veterans in New Jersey that have been certified as of February 28, 1985, as being eligible for jobs and training. We have been requested by your office to submit a complete list of all certified eligible New Jersey veterans, including their Social Security numbers. Please see "Exhibit B" dated March 30, 1985.

We have requested a legal opinion from our District Counsel as to whether we can provide the requested Social Security numbers without written authorization. We will respond to the letter from Alex P. Kassel, Chief, Bureau of Employment Programs, when the legal opinion is received. In addition, we have already mailed photostatic copies of all certificates of eligibility issued to New Jersey veterans to the United States Department of Labor (VETS), Labor Industry Building (Room 1106), Trenton, New Jersey.

The enclosed computer print-out, dated March 16, 1985, indicates that the proposed press conference is still a viable approach for more jobs and worthy of reconsideration.

If you have any questions, please contact me at your earliest convenience.

Sincerely yours,

JAMES R. PURDY
Director

Encls.

N.J. FAILS TO REACH VETERANS JOB GOAL

WASHINGTON.—New Jersey has done the next-to-worst job in the country of finding jobs for Vietnam and Korean War veterans under a federal placement program, government figures showed yesterday.

But a New Jersey official defended the state's efforts, saying the Garden State's relatively low unemployment rate made it difficult to meet the federally set goals.

The Emergency Veterans Job Training Act was designed to encourage companies to hire veterans by having the government pay part of their starting salaries.

Some $150 million was set aside for the two-year program in December 1983. Through February, the goal was to find employment for 30,000 veterans nationwide.

New Jersey has fallen well short of its goal. Through February 4,122 veterans qualified for the program in the state and 4,350 jobs were declared eligible, according to figures from the federal Department of Labor.

But New Jersey's program is credited by federal officials with finding jobs for just 288 veterans. That comes to 29.4 percent of the state's goal of 931 filled jobs, the second worst percentage in the country.

Only Massachusetts did worse, reaching only 17.7 percent of its goal. The national average is 81 percent, and 24,453 jobs have been filled.

Alex Kassel, director of New Jersey's Division of Employment Services, is charged with overseeing the program in the state. He noted yesterday that the state has a 6.3 percent unemployment rate last month.

"From my experience, when you have a low unemployment rate, we find the job openings, but we don't find the applicants because they're already in jobs," Kassel said.

"You wind up with applicants who are, in economists' terms, structurally unemployed. They have more serious problems than needing simply a three-week training program."

Kassel noted that among the requirements veterans must have for the program is having been unemployed for 15 of the last 30 weeks. Many people who have been out of work for that long need basic skills training, he said.

Under the law, Feb. 28, was the cut-off date veterans to apply for the program, and Sept. 1 is the last day jobs can be filled. Rep. James Florio, D-1st Dist., has introduced legislation that would extend the application date to Dec. 31, and allow veterans to fill jobs until July 1, 1986.

"EXHIBIT K"

STATE OF NEW JERSEY
DEPARTMENT OF LABOR

CHARLES SERRAINO
Commissioner

C N 110
TRENTON, NEW JERSEY 08625-0110

May 8, 1985

James R. Purdy, Director
Veterans Administration
20 Washington Place
Newark, New Jersey 07102

Dear Mr. Purdy:

Thank you for your continued support in this Department's efforts to help New Jersey veterans obtain employment.

The New Jersey Job Service is focusing its attention on placing Emergency Veterans Job Training Act of 1983 certified veterans in previously certified On-the-Job Training slots, or developing opportunities specific to these veterans' needs. Since the last date for employer certification is June 30, 1985, and no additional veterans can be certified, it is essential to proceed within these parameters.

However, if the program is extended so that veterans and employer certifications can continue, a large scale publicity campaign would be in order. I will then attempt to arrange a press conference at which the Governor will promote Emergency Veterans Job Training.

Your pursuit for the release of a list of certified veterans and their Social Security numbers is greatly appreciated. The sooner the list becomes available, the greater the opportunity will be to expose all eligible veterans to possible On-the-Job Training slots under the program.

Sincerely,

COMMISSIONER

New Jersey Is An Equal Opportunity Employer

AD-18A (9-84)

PREPARED STATEMENT OF C. ALICE PEGGUES, VETERANS SERVICE OFFICER, VA REGIONAL OFFICE, NEWARK, NJ

Public Law 98-77, Emergency Veterans' Job Training Act of 1983, and subsequent VA regulations, charged the Veterans Services Division of the Regional Office with the responsibility for:

(1) Reviewing and recommending approval of employer contracts written by the New Jersey Division of Employment Service.

(2) Conducting an outreach and public information program.

(3) Coordinating with the State Director, U.S. Department of Labor, Veterans Employment and Training Service (USDOL/VETS) for information and referral services and training programs for local State Employment Service (SES) personnel.

Each employer is notified of the approval of his contract by letter signed by the Regional Office Director. (Exhibit A) Copies of the approval letters are forwarded to the State Director, USDOL/VETS for dissemination to the loacl SES offices. In addition, a computer print out showing detailed information regarding each employer and job slot is forwarded to each SES office. (Exhibit B)

The Newark VA Regional Office has approved 4,497 veterans' applications for Certificates of Eligibility. The Certificate is mailed to the veteran from the VA's Data Processing Center. A copy of each Certificate is subsequently forwarded to the Regional Office. The Certificate is photostated and forwarded to VETS. (Exhibit C)

The Department of Veterans Benefits (VACO) Weekly Cumulative Report for EVJTA dated April 29, 1985, shows that since the inception of the program, the Newark Regional Office has approved 4,497 veterans' applications for certificates of eligibility; approved 729 employer application; and, approved 4,469 job slots. The Newark Regional Office is credited with several national employer approvals which are included in the 4,469 total job slots. Excluding the national employer approvals, approximately 2,600 job slots have been approved for New Jersey veterans. (All national employer contracts are approved by VA Central Office. (Exhibit D)

The Veterans' Job Bill Commitment Report, dated May 1, 1985, shows 324 jobs committed for a total of $1,259,558.32. (Exhibit E) The April 30, 1985, Job Act Monthly Pay Status Report showed 210 employers were paid a total of $28,365.09, during April, for 339 veterans. (Exhibit F)

EXHIBIT "A"

Veterans
Administration
20 Washington Place
Newark NJ 07102

In Reply Refer To
309/27

Employer No.:
Approved Program:

Date of Approval:

Dear Employer:

We are pleased to inform you that the above named training program has been approved under the Emergency Veterans' Job Training Act of 1983, Pl 98-77. Please use the employer number shown on all future correspondence.

Your program has an approved length of months and total hours. The maximum possible period of reimbursement under any program is 15 months for disabled veterans and 9 months for veterans who are not disabled. You have indicated that you may have as many as trainee(s) in your program.

Your first step is to locate a veteran who is eligible under this Training Act. Your nearest Job Service Office may be able to help you locate an eligible veteran.

A veteran should establish his/her eligibility by showing you a Certificate of Eligibility, VA Form 22-8928. If you decide to hire the veteran, then you should complete the attached form entitled Notice of Intent to Employ a Veteran, VA Form 22-8930. Send this intent form to the Houston address shown on the form.

This approval notice is no guarantee that you will actually receive reimbursement under the Job Training Act. Funds are limited and there is a possibility that funds will not be available for the reimbursement of a particular veteran.

The Veterans Administration has 14 days in which to notify you that funds are not available for your particular veteran. The 14 days will start from the day that your letter to Houston, containing the VA Form 22-8930, is postmarked. The Veterans Administration will have 14 calendar days from that date in which to put the reply into the mail. Therefore, you should allow for normal mailing time in addition to the 14 days if you wish to be absolutely sure that funds are available.

2.

Our Houston office will notify you as soon as possible regarding the availability of funds. If funds are available, Houston will mail you a supply of the forms you need to obtain reimbursement along with instructions.

The earliest date from which you could be reimbursed is the date of approval shown above. Please keep in mind that reimbursement is for half of the starting wage without regard to overtime, premium pay, or fringe benefits.

Please remember that you must furnish the veteran a copy of your application for approval under this program, VA Form 22-8928 plus attachments. You should obtain a veteran's written acknowledgement that he/she has received a copy of these documents. Also, please remember that you must continue to comply with the 14 certification requirements listed on the reverse side of the application form.

If there are any questions we can help you with concerning this Job Training Act, please call the Education Services Unit at (201) 645-3518 or 6588.

Sincerely yours,

JAMES R. PURDY
Director

EXHIBIT "B"

EMPL: JIM'S RENTAL SERVICE, INC. CONT: F Cirigliano 201-363-0187
STREET: 2147 Route 9
CTY/ST: Howell, NJ ZIP: 07731

JOB: Service Supervisor #: 1 RTE: $7.00 MOS: 25 HRS: 4161
JOB: #: RTE: MOS: HRS:
JOB: #: RTE: MOS: HRS:

NJJS REP: B Anderson EMPL ID#: 090049530 APPRV DTE: 2/4/85

JOB (ADD'L): #: RTE: MOS: HRS:

EMPL: ALL-WOOD RAILS, INC. CONT: H Hensal 609-228-4948
STREET: P O Box 526
CTY/ST: Sicklerville, NJ ZIP: 08081

JOB: WOODWORKING MACHINIST #: 3 RTE: $5.00 MOS: 36 HRS: 6240
JOB: #: RTE: MOS: HRS:
JOB: #: RTE: MOS: HRS:

NJJS REP: J Villhauer EMPL ID#: 090049430 APPRV DTE: 2/4/85

JOB (ADD'L): #: RTE: MOS: HRS:

EMPL: INTERSTATE MOTOR PLAZA CONT: D Dow 201-529-2704
STREET: 280 Rte 17 So.
CTY/ST: Mahwah, NJ ZIP: 07430

JOB: MANAGER, SHIFT #: 1 RTE: $8.40 MOS: 25 HRS: 4731
JOB: #: RTE: MOS: HRS:
JOB: #: RTE: MOS: HRS:

NJJS REP: A Landau EMPL ID#: 090049830 APPRV DTE: 2/8/85

JOB (ADD'L): #: RTE: MOS: HRS:

EMPL: OCEAN SERVICES, INTERNATIONAL CONT: W F Clark 201-823-9797
STREET: P O Box 451
CTY/ST: Cranford, NJ ZIP: 07016

JOB: WAREHOUSE MGR., ASST. #: 1 RTE: $6.00 MOS: 120HRS: 20800
JOB: #: RTE: MOS: HRS:
JOB: #: RTE: MOS: HRS:

NJJS REP: F Pinto EMPL ID#: 090049230 APPRV DTE: 1/29/85

JOB (ADD'L): #: RTE: MOS: HRS:

EXHIBIT "C"

Veterans
Administration

REF

FILE NUMBER:
C-

DATE ISSUED:

EXPIRATION DATE:

CERTIFICATE OF ELIGIBILITY

FOR THE

EMERGENCY VETERANS' JOB TRAINING ACT OF 1983

This is to certify that the person identified above has been found eligible to participate in the Emergency Veterans' Job Training Act of 1983 (Public Law 98-77).

Financial assistance may be provided to an employer on behalf of this veteran for:

INFORMATION FOR VETERANS

You should take this Certificate to any potential employer. Your State Employment Service (or Job Service) local office may be able to help you to locate an employer, or you may be able to locate an employer on your own.

If you locate an employer who is not yet approved under this program, you should encourage the employer to seek approval. The employer should contact the nearest State Employment Service (or Job Service) local office or the nearest VA regional office for an application and assistance.

If you are hired under this program, you may not receive VA educational benefits at this same time. Any education benefits you are receiving will be stopped effective the date your training program begins.

This Certificate of Eligibility is only valid through the expiration date shown above. To request renewal, you should submit a new application to your nearest VA regional office. You may call the regional office to obtain a new application form. The toll-free telephone number of the regional office is in the telephone directory under U.S. Government.

See reverse side for additional information.

VA Form
JAN 1985 **22-8928**

EXISTING STOCKS OF VA M 22-8928, MAR 1984,
WILL BE USED.

VA COPY 2

INFORMATION FOR EMPLOYERS

Under this program, the VA can reimburse an employer for half of a trainee's wages during the training period. Reimbursement will be based on the entry wage rate without regard to overtime, premium pay or fringe benefits and is limited to the number of months shown on the front. The maximum reimbursement possible is $10,000.

Payment will not be made to an employer on behalf of any veteran whose program of job training begins after September 1, 1985.

If the VA has already approved your job training program under this law, complete and return the NOTICE OF INTENT TO EMPLOY, VA Form 22-8930, to VA Regional Office (243), P.O. Box 540008, Houston, TX 77254. You received the Notice of Intent form at the time you were advised that your program was approved. If funds are not available, the Houston Regional Office will notify you within fourteen (14) days.

If your program has not yet been approved, contact your nearest State Employment Service (or Job Service) office or VA regional office for an application and assistance. You will find the toll-free telephone number for your nearest VA regional office in the telephone directory. The number for your nearest State Employment Service (or Job Service) office is listed in the telephone directory under the state government section.

NOTE: Funds for this program are limited. This Certificate is not a guarantee that funds will be available for the training of this veteran. However, once the Notice of Intent form is processed (see above) and it is determined that funds are available, the full amount necessary to reimburse you for the veteran's training will be set aside.

EXHIBIT "D"

DVB WORKLOAD REPORT RCS 20-0207 (WEEKLY)

29-Apr-85	WEEKLY CUMULATIWEEKLY CUMULATIVE - Emergency Veterans' Job Training Act										
	VETERANS APPLICATIONS				EMPLOYERS' APPLICATIONS				C.P.S.	VR&C	
	Received (33)	Renewals/ Reapplies Received (34)	Approved (35)	Denied (36)	Received (37)	Denied (38)	Approved (39)	Job Slots Approved (40)	Jobs Filled (41)	Counsel. Requests (42)	Handicap Determinations (43)
EASTERN REGION											
Atlanta............	3,550	500	2,789	680	633	117	512	1,430	N/A	1,291	3
Baltimore...........	4,734	933	3,608	1,004	337	9	328	564	N/A	1,809	0
Boston............	2,097	245	1,803	263	284	43	240	337	N/A	791	0
Buffalo............	12,364	3,643	11,230	1,130	2,249	203	2,037	3,551	N/A	2,531	1
Columbia...........	5,723	1,017	5,038	685	1,436	66	1,370	2,754	N/A	1,247	2
Hartford...........	2,945	802	2,544	397	376	6	360	833	N/A	715	0
Huntington..........	6,132	1,925	5,689	390	509	5	504	763	N/A	718	0
Manchester..........	801	144	705	96	133	17	115	169	N/A	206	1
New York...........	7,895	2,105	6,682	1,189	1,745	18	1,727	2,483	N/A	4,137	3
Newark............	5,756	1,049	4,497	1,202	974	245	729	4,469	N/A	1,619	1
Philadelphia.......	11,501	1,744	9,853	1,486	1,709	12	1,697	3,180	N/A	2,665	37
Pittsburgh.........	13,140	1,385	11,307	1,625	1,693	92	1,601	2,842	N/A	2,747	15
Providence.........	2,435	502	2,100	285	310	6	304	505	N/A	653	0
Roanoke............	4,090	801	3,251	686	697	38	659	1,529	N/A	899	0
San Juan...........	3,130	622	2,684	446	132	49	83	93	N/A	445	0
St. Petersburg.....	8,530	348	7,157	1,025	1,880	52	1,807	3,860	N/A	2,135	5
Togus..............	1,713	333	1,392	318	234	20	212	294	N/A	504	0
Washington.........	2,418	451	1,770	559	363	106	255	849	N/A	902	3
White River Jct....	829	160	660	168	119	28	87	107	N/A	122	0
Wilmington.........	1,127	238	989	127	191	6	185	198	N/A	221	2
Winston Salem......	6,322	1,130	5,245	935	1,064	4	1,044	2,802	N/A	1,584	0
TOTALS.............	107,232	20,077	90,993	14,696	17,068	1,142	15,856	33,612	NA	27,941	73
LAST WEEK	0	0	0	0	0	0	0	0	NA	0	0
CHANGE.............	107,232	20,077	90,993	14,696	17,068	1,142	15,856	33,612		27,941	73
LAST YEAR..........											
CHANGE.............											

EXHIBIT "E"

DATE 05-01-85 VETERANS' JOB BILL COMMITMENTS CDIN 690 254
BY STATE
PAGE 3

STATE	NO. JOBS	MONTHS	TOTAL HOURS	TOTAL DOLLARS
NJ	324	2,042.72	353,169	1,259,558.12
NM	442	3,070.69	529,406	1,715,823.68
NV	397	2,686.16	463,815	1,655,995.25
NY	1,672	11,267.73	1,935,055	6,252,175.34
OH	1,309	9,904.78	1,712,085	5,729,477.86
OK	918	6,550.86	1,136,498	3,509,121.69
OR	786	5,761.81	998,173	3,391,077.77
PA	2,079	15,021.45	2,576,285	8,059,156.34
PR	56	418.88	71,843	142,563.90
RI	232	1,698.13	292,515	967,073.21
SC	477	3,371.60	590,510	1,627,170.24
SD	55	415.77	72,080	235,700.00
TN	526	3,708.14	649,103	1,775,959.57
TX	1,971	12,580.77	2,196,610	7,141,331.00
UT	394	2,629.29	432,678	1,497,186.98

EXHIBIT "F"

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DATE 04-30-75                  JRS ACT MONTHLY [illegible] STATUS          FORM [illegible] - 266
                               REPORT BY EMPLOYER NUMBER
                                                                           PAGE NO.  11
                EMPLOYER     EMPLOYEE                                 CHECK
                NUMBER       NAME         FILE NUMBER    STATUS       AMOUNT

                090046330    A [illegible]  14-0[illegible]-527[illegible]  309
                090046630    D P [illegible]  29-22-46[illegible]  309
                090047230    L    MOOR     25-74-3961     309
                090047330    S R WRIGH    223-68-77[illegible]4  309
                             J    [illegible]  29-21-2364  309
                090048130    J F PATOS     17-51-9707     309
                090048630    L    SINGE    19-60-[illegible]157  309      855.00
                090048730    L A WALKE     23-03-1631     309      690.00
                090048830    E G GRIMA    110-36-6726     309
                090049030    L E HILL     138-38-93[illegible]3  309
                             R J THOMA    143-50-1404     309
                             L    CRUZ    061-62-9968     306
                             E L QUINO    140-40-1426     309
                090049330    J M ROLLI    203-32-[illegible]914  309
                             R    GOJEI    25-73-8926     309
                             R E ROYER    131-50-4965     309
                             W A ALLIS     20-50-7378     309
                             J    MARTI   246-90-0392     309
                090049530    J C CALAU     09-51-2997     309
                090050030    M    CUIMO   142-46-7027     309
                090050630    J J OCEMA    137-50-5826     309
                090050930    K    JACKS   251-97-4029     309

   TOTAL            210          339                                32[illegible],165.[illegible]0
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PREPARED STATEMENT OF LEON G. SCULL, STATE DIRECTOR, VETERANS EMPLOYMENT AND TRAINING, U.S. DEPARTMENT OF LABOR

MR. CHAIRMAN AND MEMBERS OF THIS SUBCOMMITTEE:

THANK YOU FOR THIS OPPORTUNITY TO APPEAR BEFORE YOU TO DISCUSS THE IMPLEMENTATION AND ADMINISTRATION OF THE EMERGENCY VETERANS' JOB TRAINING ACT OF 1983 BY THE NEW JERSEY JOB SERVICE. WITH ME THIS MORNING IS MR. ALAN E. GROHS, ASSISTANT STATE DIRECTOR FOR VETERANS' EMPLOYMENT AND TRAINING.

THE U.S. DEPARTMENT OF LABOR, VETERANS' EMPLOYMENT AND TRAINING SERVICE, IS RESPONSIBLE FOR THE FUNCTIONAL SUPERVISION OF THE VETERANS' SERVICES PROGRAM THROUGH THE NEW JERSEY JOB SERVICE.

OUR ROLE CONSISTS BUT IS NOT LIMITED TO THE FOLLOWING:

1. TO ASSIST IN SECURING AND MAINTAINING CURRENT INFORMATION AS TO THE VARIOUS TYPES OF EMPLOYMENT AND TRAINING OPPORTUNITIES AVAILABLE TO VETERANS.

2. TO PROMOTE THE INTEREST AND EMPLOYMENT OF EMPLOYERS AND LABOR UNIONS IN EMPLOYING ELIGIBLE VETERANS.

3. TO PROVIDE INFORMATION TO EMPLOYERS, LABOR UNIONS AND VETERANS' ORGANIZATIONS, KEEPING THEM ADVISED OF THOSE ELIGIBLE VETERANS AVAILABLE FOR EMPLOYMENT AND TRAINING. AND, KEEPING ELIGIBLE VETERANS AND OTHER ELIGIBLE PERSONS ADVISED OF EMPLOYMENT AND TRAINING OPPORTUNITIES.

4. VETERANS' EMPLOYMENT AND TRAINING SERVICE HAS RECENTLY ASSUMED THE RESPONSIBILITY FOR THE VETERANS' REEMPLOYMENT RIGHTS PROGRAM. UNDER THIS PROGRAM RECENTLY SEPARATED VETERANS RETURNING FROM TOURS OF ACTIVE DUTY MAY BE ELIGIBLE FOR REEMPLOYMENT RIGHTS. THESE RIGHTS INCLUDE REINSTATEMENT WITH THE EMPLOYER THE VETERAN LEFT TO ENTER MILITARY SERVICE AND ALL BENEFITS OF SENIORITY THAT HAS ACCRUED DURING THE MILITARY ABSENCE. RESERVISTS AND MEMBERS OF THE NATIONAL GUARD WHO COMPLETE TOURS OF ACTIVE

AND INACTIVE DUTY FOR TRAINING MAY, ALSO, HAVE REINSTATEMENT RIGHTS WITH THEIR FORMER EMPLOYERS.

IN NEW JERSEY WE HAVE TWENTY-SIX (26) FULL TIME LOCAL VETERANS EMPLOYMENT REPRESENTATIVES AND ARE AUTHORIZED FIFTY-THREE (53) DISABLED VETERAN OUTREACH POSITIONS. THE RESPONSIBILITIES OF THESE INDIVIDUALS IS TO ADDRESS 100% OF THEIR TIME TO THE EMPLOYMENT AND TRAINING NEEDS OF VETERANS.

SOME OF THE POSITIVE EFFORTS TAKEN TO INSURE EVJT (EMERGENCY VETERANS JOB TRAINING) PROGRAM SUCCESS ON THE PART OF NEW JERSEY JOB SERVICE INCLUDE THE FOLLOWING ACTIVITIES:

1. A GENERAL MAILING WAS MADE TO ALL NEW JERSEY EMPLOYERS INFORMING THEM OF THE ADVANTAGES OF THE EVJTP.
2. IN ADDITION TO THE MASS MAILING, EACH LOCAL OFFICE MADE ADDITIONAL MAILINGS TO EMPLOYERS IN THEIR PARTICULAR LOCAL AREAS.
3. THE EMPLOYER RELATIONS REPRESENTATIVES OF THE LOCAL

OFFICES AND THE LOCAL VETERANS' EMPLOYMENT REPRESENTATIVES AND DISABLED VETERAN OUTREACH PERSONNEL MADE VISITS TO EMPLOYERS TO SELL THIS PROGRAM AND TO SOLICIT OJT POSITIONS FOR QUALIFIED VETERANS.

4. SEVERAL STATEWIDE JOB FAIRS WERE HELD TO PROMOTE EVJTP IN NEW JERSEY. ON JUNE 15, 1984 THE FIRST JOB FAIR WAS HELD IN WEST ORANGE AT THE NEW JERSEY TOOLING AND MACHINING INSTITUTE. THIS WAS FOLLOWED BY OTHER JOB FAIRS OF VARYING SUCCESS HELD IN NEWARK UNDER THE AUSPICES OF SENATOR FRANK LAUTENBERG AND AT VFW POST #4591 IN HASBROUCK HEIGHTS. ANOTHER JOB FAIR WAS ARRANGED UNDER THE JOINT SPONSORSHIP OF CONGRESSMAN JAMES FLORIO, THE VETERANS ADMINISTRATION, AND NEW JERSEY JOB SERVICE. THIS FAIR WAS HELD AT CAMDEN COUNTY COMMUNITY COLLEGE ON MARCH 11, 1985.

5. JUNE, 1984, WAS PROCLAIMED "HIRE A VETERAN MONTH"

BY THE GOVERNOR OF NEW JERSEY. IN CONNECTION WITH THE GUBERNATORIAL PROCLAMATION MANY COUNTIES AND MUNICIPALITIES ALSO ISSUED THEIR OWN PROCLAMATIONS IN SUPPORT OF THE PROGRAM. NEWSPAPER AND OTHER MAJOR MEDIA COVERAGE WAS EXTENSIVE.

6. FOLLOWING THE JUNE 1984 "HIRE A VETERAN MONTH" CAMPAIGN, FURTHER PUBLIC INFORMATION AND OUTREACH TO VETERANS WAS LAUNCHED. TAPES WERE SENT TO US FROM THE U.S. DEPARTMENT OF LABOR, VETS, FOR DISTRIBUTION TO LOCAL RADIO AND TELEVISION STATIONS. FOLLOW UP CONTACTS WERE MADE BY VETS STAFF IN NEW JERSEY TO ENCOURAGE THEIR UTILIZATION.

7. THE STATE OF NEW JERSEY CONDUCTED SEVERAL "PEER TRAINING" SESSIONS THROUGHOUT THE STATE ON RECOMMENDED EVJTP OPERATIONAL PROCEDURES. ONE LOCAL VETERANS' EMPLOYMENT REPRESENTATIVE WHO HAD WORKED AS A COORDINATOR WITH THE VETERANS ADMINISTRATION AND WHO WAS VERY SUCCESSFUL WITH THE PROGRAM IN HER

AREA, PROVIDED THE TRAINING.

8. ON MAY 28TH AND 29TH, LVER/DVOP TRAINING, WILL BE HELD AT THE MT. LAUREL HILTON HOTEL, MT. LAUREL, NEW JERSEY. THE TRAINING WILL FOCUS ON SERVICES TO VETERANS WITH EMPHASIS ON A STRONG LAST EFFORT FOR EVJTP.

THE NEW JERSEY STATE JOB SERVICE HAS MADE A SIGNIFICANT CONTRIBUTION TO THE EVJTA. AS OF MAY 10, 1985, 545 ELIGIBLE VETERANS HAVE BEEN PLACED INTO JOBS UNDER THIS PROGRAM AS REPORTED IN A MANUAL COUNT SUPPLIED TO ME BY THE EMPLOYMENT SERVICE ON A WEEKLY BASIS. THIS ACHIEVEMENT IS COMMENDABLE WHEN YOU CONSIDER THAT THIS PROGRAM WAS AN EMERGENCY PROGRAM DESIGNED TO COMBAT EXTREMELY HIGH UNEMPLOYMENT. IN NEW JERSEY, THE UNEMPLOYMENT RATE HAS CONSISTENTLY REMAINED BETWEEN 5.8% AND 6.2% WITH THE LATEST PROJECTION AVAILABLE INDICATING THE UNEMPLOYMENT RATE FOR VIET NAM ERA VETERANS IN NEW JERSEY TO BE 4.6%.

THANK YOU, MR. CHAIRMAN.

Prepared Statement of Charles Serraino, Commissioner, New Jersey Department of Labor

MR. CHAIRMAN, MEMBERS OF THE SUB-COMMITTEE:

MY NAME IS CHARLES SERRAINO, COMMISSIONER OF THE NEW JERSEY DEPARTMENT OF LABOR. THE NEW JERSEY DEPARTMENT OF LABOR, THROUGH ITS DIVISION OF EMPLOYMENT SERVICES, IS CHARGED WITH PROVIDING PLACEMENT AND EMPLOYABILITY DEVELOPMENT SERVICES TO VETERANS THROUGH THE LOCAL VETERANS EMPLOYMENT REPRESENTATIVE AND THE DISABLED VETERANS OUTREACH PROGRAM. FUNDING FROM THE UNITED STATES DEPARTMENT OF LABOR FOR THESE PROGRAMS PROVIDE 79 UNITS OF STAFF DEDICATED SOLELY TO VETERANS SERVICE. WITH ME THIS MORNING IS MR. WILLIAM A. TRACY, DIRECTOR, DIVISION OF EMPLOYMENT SERVICES.

I APPRECIATE THE OPPORTUNITY TO APPEAR BEFORE THIS SUB-COMMITTEE TO DISCUSS THE EMERGENCY VETERANS JOBS TRAINING ACT (EVJTA) AND TO SHARE WITH YOU NEW JERSEY'S PERSPECTIVE ON THE ADMINISTRATION AND OPERATION OF THIS

PROGRAM.

BEFORE ADDRESSING DIRECTLY THE ISSUES INVOLVING THIS PROGRAM, I WANT TO SHARE WITH YOU THE ACCOMPLISHMENTS OF THE STATE AGENCY WITH REGARD TO THE PLACEMENT AND TRAINING OF VETERANS. I FEEL IT IS IMPORTANT TO ADDRESS THESE POINTS SINCE THE MEDIA REPRESENTATION OF NEW JERSEY'S PERFORMANCE UNDER EVJTA IS BEING TRANSLATED INTO AN EVALUATION OF OUR SERVICES TO VETERANS IN GENERAL.

I HOPE THIS MORNING I CAN CLARIFY THIS ISSUE AND SET THE RECORD STRAIGHT. DURING THE EVJTP OPERATIONAL PERIOD, (JANUARY 1984 THROUGH MARCH 31, 1985), THE NEW JERSEY EMPLOYMENT SERVICES HAS PLACED 8,344 INDIVIDUAL VETERANS IN UNSUBSIDIZED EMPLOYMENT. IT HAS MADE OVER 16,784 VETERAN REFERRALS TO JOB OPENINGS AND HAS FILLED 11,844 JOB OPENINGS WITH VETERAN APPLICANTS. CLOSE TO 15,000 JOB DEVELOPMENT CONTACTS WITH PRIVATE SECTOR EMPLOYERS

HAVE BEEN MADE ON BEHALF OF NEW JERSEY VETERANS. AS YOU CAN SEE IN THE CHART LABELED APPENDIX A, IN MY TESTIMONY, THE PERCENTAGE OF VETERANS RECEIVING SERVICES BY THE EMPLOYMENT SERVICES FAR EXCEEDS THE COMPARABLE SERVICE LEVELS PROVIDED TO NON-VETERANS. IN ADDITION, THE AVERAGE HOURLY WAGE FOR VETERANS PLACED DURING THIS TIME PERIOD WAS $5.15 PER HOUR COMPARED TO $4.65 PER HOUR FOR ADULT NON-VETERANS. THE DIVISION OF EMPLOYMENT SERVICES IS VIGOROUSLY MONITORED BY THE FEDERAL VETERANS EMPLOYMENT AND TRAINING SERVICE AND IS EVALUATED ON THE BASIS OF 16 VETERANS PERFORMANCE STANDARDS. FOR THIS CURRENT FISCAL YEAR THROUGH MARCH OF 1985, THE NEW JERSEY STATE AGENCY HAS MET OR EXCEEDED EACH OF THESE PERFORMANCE STANDARDS FOR SERVICES TO VETERANS (SEE APPENDIX B).

WITH RESPECT TO THE EMERGENCY VETERANS JOB TRAINING ACT, SEVERAL AREAS OF CONCERN HAVE EMERGED OVER THE 15 MONTH PERIOD OF THE PROGRAM'S OPERATION IN NEW JERSEY

(January 1, 1984 through March 31, 1985). These concerns are broken down into three categories:

Legislative Design

Program Implementation Procedures

State Agency Operations

First, the Congressional intent of targeting resources to those most in need, coupled with the additional requirement of an on-the-job training program of at least 3 months in duration, while valid in concept, has created a potential for mis-match between the entry training skills, knowledges and abilities levels of eligible veterans and skill levels required for entry into approvable training slots. Insufficient national data is available to the New Jersey State Agency to provide a complete analysis. It appears from our observations of the data available that this mis-match between applicants and openings is magnified in states

WITH RELATIVELY LOW LEVELS OF UNEMPLOYMENT SINCE THE LOWER THE LEVEL OF STATE UNEMPLOYMENT THE GREATER THE PROBABILITY OF THOSE UNEMPLOYED HAVING ADDITIONAL SKILL BARRIERS TO ENTERING THIS TYPE OF TRAINING PROGRAM. NEW JERSEY, FOR EXAMPLE, IS EXPERIENCING ITS HEALTHIEST ECONOMY AND LOWEST UNEMPLOYMENT RATES IN 12 YEARS. APPENDIX C PROVIDES AN EXAMPLE OF THE TYPE OF ENTRY LEVEL SKILLS, KNOWLEDGES AND ABILITIES REQUIRED TO BE ELIGIBLE FOR AT LEAST 3 MONTHS OF ON-THE-JOB TRAINING AS OPPOSED TO THE LEVELS REQUIRED TO WARRANT LESS THAN 3 MONTHS OF ON-THE-JOB TRAINING. NEW JERSEY'S OVERALL UNEMPLOYMENT RATE IS 6.2%. IT'S VIET NAM VETERAN UNEMPLOYMENT RATE IS 4.6%. THE POOL OF VETERANS TO DRAW FROM IS NOT ONLY SMALL BUT THE EMPLOYABILILTY LEVEL OF THE VETERANS WHO HAVE BEEN UNABLE TO SECURE EMPLOYMENT IN A RELATIVELY STRONG JOB MARKET IS GENERALLY LOW. ASSIGNING GOALS ON THE BASIS OF VETERANS UNEMPLOYED AS OPPOSED TO VETERANS IN A GENERAL POPULATION MAY BE A MORE EQUITABLE MECHANISM

FOR ASSIGNING GOALS THROUGHOUT THE COUNTRY.

ANOTHER LEGISLATIVE DESIGN REQUIREMENT THAT MAY ADD TO THE IMPLEMENTATION PROBLEMS OF THIS PROGRAM IS THE ASSIGNMENT OF VARIOUS PROGRAM RESPONSIBILITIES TO THREE SEPARATE AGENCIES, I.E., THE VETERANS ADMINISTRATION, THE UNITED STATES DEPARTMENT OF LABOR VETERANS EMPLOYMENT AND TRAINING SERVICE, AND THE STATE EMPLOYMENT SECURITY AGENCIES. AS DESCRIBED BELOW, THIS TRIPARTITE RESPONSIBILITY HAS CREATED THE POTENTIAL FOR ROLE CONFUSION AND OPERATIONAL GAPS IN BOTH CLIENT AND EMPLOYER INDENTIFICATION AND MATCHING.

THE NEW JERSEY DEPARTMENT OF LABOR CONCURS WITH THE ACTIONS TAKEN BY THE SUB-COMMITTEE TO LESSEN THE LENGTH OF UNEMPLOYMENT REQUIRED FOR ELIGIBILITY IN THIS PROGRAM. ADDITIONAL ACTION BY THIS SUB-COMMITTEE TO STREAMLINE THE ADMINISTRATION OF THE PROGRAM COULD ALSO LEAD TO

INCREASED EFFICIENCY AND BETTER UTILIZATION OF THE TRAINING DOLLARS AVAILABLE.

SECOND, PROGRAM IMPLEMENTATION REQUIREMENTS. THE PROCESS OF DETERMINING VETERAN ELIGIBLITY AND TRAINING SLOT APPROVAL REQUIRES ACTION STEPS AND COMMUNICATION AMONG THREE SEPARATE AGENCIES. THE VETERAN CERTIFICATION PROCESS OUTLINED IN APPENDIX D SHOWS A CLIENT FLOW ORIGINATING WHEN AN INDIVIDUAL VETERAN APPLIES DIRECTLY TO THE VETERANS ADMINISTRATION AFTER HE/SHE IS UNEMPLOYED 15 OF THE LAST 20 WEEKS. THAT APPLICATION IS THEN PROCESSED BY THE VETERANS ADMINISTRATION AND A CERTIFICATE OF ELIGIBILITY IS FORWARDED DIRECTLY TO THE VETERAN AND TO THE STATE EMPLOYMENT SERVICE THROUGH THE FEDERAL VETERANS EMPLOYMENT AND TRAINING SERVICE. APPENDIX E SHOWS THE TIME LAG INVOLVED IN THE VETERANS ADMINISTRATION'S TRANSMITTAL OF THE 849 NOTIFICATIONS OF CERTIFICATION RECEIVED BY THE STATE EMPLOYMENT SERVICE

IN THE LAST 2 WEEKS. WELL OVER HALF OF THE CERTIFICATIONS RECEIVED FROM THE VETERANS ADMINISTRATION DURING THIS PERIOD WERE CERTIFIED PRIOR TO MARCH 1. THERE IS A 4-5 MONTH LAG BETWEEN THE DATE OF THE VETERAN APPLICATION AND OUR STATE AGENCY'S RECEIPT OF NOTIFICATION OF CERTIFICATION. THESE OBSERVATIONS ARE BASED UPON THE 849 VETERAN ELIGIBILITY CERTIFICATIONS RECEIVED IN MAY AS OUTLINED IN APPENDIX E.

SIMILAR PROBLEMS OCCUR IN THE COORDINATION AND VERIFICATION OF VALID OPENINGS IN EMPLOYER ESTABLISHMENTS. VETERANS ADMINISTRATION FIGURES REFLECT 4432 TRAINING SLOTS AVAILABLE IN NEW JERSEY THROUGH MARCH 31, 1985. THE EMPLOYMENT SERVICE AUTOMATED REPORTING SYSTEM REFLECTS 1603 OPENINGS FOR THE SAME PERIOD OF TIME. IN THIS THREE AGENCY OPERATION, SOME TRAINING SLOTS ARE DEVELOPED OUTSIDE OF THE EMPLOYMENT SERVICE STRUCTURE AND ARE PROVIDED TO THE EMPLOYMENT SERVICE FOR FOLLOW-UP. APPENDIX F ARRAYS A SAMPLE OF

APPROVED CONTRACTS PROVIDED TO THE EMPLOYMENT SERVICE REPRESENTING 13 MULTILOCATION EMPLOYERS WITH 336 APPROVED TRAINING SLOTS. SUBSEQUENTLY, EMPLOYMENT SERVICE FOLLOW-UP ON THIS INFORMATION INDICATES THAT 54 OPENINGS WERE ACTUALLY AVAILABLE WITH THESE EMPLOYERS.

THIRD, STATE AGENCY OPERATIONS. THE EMPLOYMENT SERVICES' PRIMARY ROLE IN EVJT IS SECURING EMPLOYER JOB OPENINGS ELIGIBLE UNDER THIS PROGRAM. IN TERMS OF EFFORT EXPENDED, THE FOLLOWING OUTLINES STEPS TAKEN BY THE STATE AGENCY TO CARRY OUT THIS MISSION. (COMPLETE DETAILS OF AGENCY EFFORTS ARE OUTLINED IN APPENDIX G). THERE HAVE BEEN 10,537 INDIVIDUAL EMPLOYER CONTACTS MADE SINCE JANUARY 1984 TO DEVELOP EVJT TRAINING OPPORTUNITIES. WE PROVIDED THE VETERANS ADMINISTRATION WITH LABELS FOR A MAILING TO 160,000 EMPLOYERS IN THE STATE OF NEW JERSEY. IN ADDITION, LOCAL EMPLOYMENT SERVICE OFFICES MAILED AN EVJT FACT SHEET TO OVER 10,000 EMPLOYERS. THE AGENCY cooperated with the Veterans Services Council in a statewide joint mailing and promotional effort to employers encouraging them to participate in this program. The agency also participated with the State Bureau of Veterans Services in a joint mailing to all New Jersey employers with one hundred or more employees. Governor Kean proclaimed June 1984 as "Hire A Vet" Month. The promotion was coupled with Public Service Announcements to 9 Television stations plus the cable news network. In conjunction with the Veterans of Foreign Wars, two public service announcements were provided to 75 radio stations. The Employment Service conducted or participated in 4 job fairs throughout the State. All veteran dedicated staff received formal training on the development and marketing of EVJT openings. The net result of these efforts has been to secure 762 EVJT job orders totalling 1603 openings. These efforts were in addition to the day-to-day marketing done by local Veteran dedicated staff in all Employment

SERVICE OFFICES. OUR OUTREACH EFFORTS TO POTENTIALLY ELIGIBLE VETERANS HAVE ALSO BEEN SUBSTANTIAL. FOR EXAMPLE, SEVERAL MAILINGS WERE CONDUCTED BY EACH LOCAL EMPLOYMENT SERVICE OFFICE AND VARIOUS VETERANS ORGANIZATIONS TO RECRUIT ELIGIBLE VETERANS. THE JOB FAIRS CONDUCTED, AS WELL AS SOME PUBLIC SERVICE ANNOUNCEMENTS, ALSO WERE TARGETED TO VETERAN OUTREACH. EMPLOYMENT SERVICE USED CLASSIFIED AND DISPLAY NEWSPAPER ADS TO ATTRACT ELIGIBLE VETERANS TO SPECIFIC EVJT OPENINGS. THE DEPARTMENT ESTABLISHED AN EMPLOYMENT SERVICE VETERAN ADVISORY COUNCIL COMPRISED OF THE KEY VETERAN ORGANIZATIONS IN THE STATE TO FOSTER COMMUNICATION OF THE FULL RANGE OF VETERAN SERVICES AVAILABLE THROUGH THE EMPLOYMENT SERVICE. THIS GROUP WAS PROVIDED WITH STATEWIDE LISTINGS OF ALL EVJT JOB OPENINGS FOR DISTRIBUTION TO THEIR MEMBERS. THE NET RESULTS OF THESE EFFORTS HAS BEEN THE ACCOMPLISHMENT OF 430 VETERAN PLACEMENTS IN EVJT JOB OPENINGS. THIS FIGURE DIFFERS SIGNIFICANTLY FROM THE 310 PLACEMENTS cited by the Veterans Administration and this Sub-Committee. This difference appears to be another indication of the problems incurred in a process that requires the transmittal of paperwork from an individual veteran or employer to the Veterans Administration, the Federal Veterans Employment and Training Service, to the State Employment Service Central Office, and to multiple local Employment Service offices.

During this same 15 month period of time, the New Jersey State Employment Service has certified over 89,000 individuals as eligible for training under the Job Training Partnership Act (JTPA) and New Jersey Jobs Training Program. This cooperative effort between the State Employment Service and the local service delivery areas under JTPA has resulted in 14,870 veterans certified for these training opportunities with 2,565 veteran enrollments in training and 1,146 "entered employments"

AFTER COMPLETION OF TRAINING. ADDITIONAL EMPLOYMENT SERVICE CERTIFICATIONS UNDER THE TARGETED JOBS TAX CREDIT HAS RESULTED IN 687 ECONOMICALLY DISADVANTAGED VIET NAM ERA VETERANS VOUCHERED FOR TAX CREDITS, WITH 423 OF THESE VETERANS PLACED IN JOBS.

AS CURRENTLY AUTHORIZED, THE STATE AGENCY HAS UNTIL SEPTEMBER 30, 1985 TO ACCOMPLISH ITS GOALS UNDER THE CURRENT PROGRAM. TOWARDS THAT END, A RECENT COMMUNICATION WAS SENT JOINTLY BY DIRECTOR WILLIAM A. TRACY AND UNITED STATES DEPARTMENT OF LABOR STATE VETERANS EMPLOYMENT AND TRAINING DIRECTOR LEON SCULL TO ALL AGENCY EMPLOYEES ENCOURAGING THEM TO REDOUBLE THEIR EFFORTS ON BEHALF OF THIS PROGRAM. THE DEPARTMENT HAS ALSO SCHEDULED A TWO DAY TRAINING PROGRAM FOR ALL VETERANS SERVICE DEDICATED STAFF (ON MAY 28. AND MAY 29) TO PROVIDE A SERIES OF WORKSHOPS GEARED BOTH TO OVERALL PLACEMENT SERVICES TO VETERANS AND SPECIFIC SERVICES AVAILABLE

UNDER EVJT. THE STAFF WILL BE ADDRESSED BY ASSISTANT U.S. SECRETARY OF LABOR DONALD SHASTEEN, REGIONAL AND STATE FEDERAL EMPLOYMENT SERVICE OFFICIALS AND BY VETERANS COORDINATORS FROM OTHER STATES IN AN ATTEMPT TO IMPROVE ACTIVITES UNDER THIS ACT.

I BELIEVE THIS RECORD SPEAKS FOR ITSELF. THE ENERGY AND EFFORT THAT HAS BEEN EXPENDED BY THE NEW JERSEY EMPLOYMENT SERVICE SPEAKS WELL OF ITS COMMITMENT TO PROVIDE JOBS FOR VETERANS. THE LEGISLATIVE MODIFICATIONS SUGGESTED THIS MORNING WOULD MAKE A SUBSTANTIVE IMPROVEMENT IN THE EFFICIENCY AND EFFECTIVENESS OF THE OPERATION OF THIS PROGRAM.

BETWEEN MAY 11 AND JUNE 8, THE EMPLOYMENT SERVICE IS INVOLVED IN A COOPERATIVE EFFORT WITH THE STATE BUREAU OF VETERANS SERVICES TO CONDUCT THREE SUPERMARKETS OF SERVICES TO EXPOSE ALL INTERESTED VETERANS TO THE FULL ARRAY OF SERVICES AVAILABLE TO THEM IN THE STATE OF

NEW JERSEY.

I THANK YOU FOR THIS OPPORTUNITY TO RAISE THESE ISSUES AND SHARE MY PERSPECTIVE WITH THE SUB-COMMITTEE. I AM READY TO ANSWER ANY QUESTIONS YOU MAY HAVE AT THIS TIME.

APPENDICES

A. SERVICES TO VETERANS

- Table 1. Division of Employment Service Activities Veterans cf. Non-Veterans
- Table 2. Emergency Veterans Job Training Program Activities
- Table 3. Veterans Serviced Under Jobs Training Partnership Act and the N.J. Jobs Training Program
- Table 4. Targeted Jobs Training Program

B. ANALYSIS OF VETERANS PERFORMANCE STANDARDS

C. COMPARISON OF ABILITIES NEEDED FOR 1-3 MONTH vs 3-6 MONTH TRAINING CONTRACT

D. EMERGENCY VETERANS JOB TRAINING ACT CERTIFICATION PROCESS

E. CERTIFICATIONS RECEIVED FROM THE VETERANS' ADMINISTRATION

F. MULTI-LOCATION EMPLOYERS UNDER EMERGENCY VETERANS JOB TRAINING CONTRACT

G. HISTORY OF AGENCY EFFORTS

APPENDIX A

NEW JERSEY DIVISION OF EMPLOYMENT SERVICES

SERVICES TO VETERANS (January 1984 - March 1985)

TABLE 1. DIVISION OF EMPLOYMENT SERVICES ACTIVITIES

Service Activities	Veterans	Percent NARS Receiving Service	
		Veterans	Non-Veterans
New Applications & Renewals (NARS)	43,243	100.0	100.0
Individuals Placed	8,344	19.3	14.6
Openings Filled with Veterans	11,844	27.4	18.6
Job Development Contacts	14,669	33.9	4.4
Referred to Job Openings	16,784	38.8	24.9
Individuals Counseled	3,840	8.9	4.8
Received Reportable Service	31,248	72.3	41.1
Placement Average Hourly Wage		$ 5.15	$ 4.65

NOTE: All Federal Veterans' Performance Standards were met through March 1985.
SOURCE: Employment Security Automated Reporting System (E.S.A.R.S.).

TABLE 2. EMERGENCY VETERANS JOB TRAINING PROGRAM ACTIVITIES

Service Activities	Actual Through May 8, 1985
Job Orders Received	762
Job Openings Received	1,603
Referrals	804
Veterans Placed	430
Job Openings Average Hourly Wage	$ 6.16
Placement Average Hourly Wage	$ 6.46

SOURCE: Job Bank Master and History Files.

NEW JERSEY DIVISION OF EMPLOYMENT SERVICES

SERVICES TO VETERANS (January 1984 - March 1985)

TABLE 3. VETERANS SERVICED UNDER JOBS TRAINING PARTNERSHIP ACT AND THE NEW JERSEY JOBS TRAINING PROGRAM

Service Activities	Veterans
Certifications	14,870
Enrollments	2,565
Terminations	2,423
Entered Employment	1,146

SOURCE: New Jersey Division of Employment and Training.

TABLE 4. TARGETED JOBS TAX CREDIT PROGRAM

Service Activities	Veterans*
Vouchered	687
Certified (Placed in Jobs)	423

* NOTE: Figures include economically disadvantaged Vietnam-Era Veterans only. it is impossible to determine the total number of Veterans certified through the T.J.T.C. Program, because veteran status is not reported statistically for the other target groups.

SOURCE: T.J.T.C. Automated Reporting System

APPENDIX B

04/02/85

ANALYSIS OF VETERANS PERFORMANCE STANDARDS

STATEWIDE
NEW JERSEY

FISCAL YEAR TO DATE THROUGH 03/85

	ACTUAL ACCOMP	PERFORMANCE STANDARDS REQUIRED NO.	PCT.	ACTUAL PCT.	MET STD
PLACEMENT					
TOTAL PEOPLE 22 OR OVER	18094				
VETERAN & OTHER ELIGIBLES	4873	4524	25.0	26.9	YES
VIETNAM VETERANS	2075	1810	10.0	11.4	YES
DISABLED VETERANS	332	236	1.3	1.8	YES
COUNSELING					
TOTAL PEOPLE 22 OR OVER	10733				
VETERAN & OTHER ELIGIBLES	2214	1932	18.0	20.6	YES
VIETNAM VETERANS	831	698	6.5	7.7	YES
DISABLED VETERANS	251	215	2.0	2.3	YES
ENROLLMENT IN TRAINING					
TOTAL PEOPLE 22 OR OVER	2456				
VETERAN & OTHER ELIGIBLES	321	160	6.5	13.0	YES
VIETNAM VETERANS	122	74	3.0	4.9	YES
DISABLED VETERANS	21	8	0.3	0.8	YES
RECEIVED SOME REPORTABLE SRVC					
TOTAL PEOPLE 22 OR OVER	79213				
VETERAN & OTHER ELIGIBLES	19423	19012	24.0	24.5	YES
VIETNAM VETERANS	7764	7130	9.0	9.8	YES
DISABLED VETERANS	1486	1109	1.4	1.8	YES
JOB DEVELOPMENT					
TOTAL PEOPLE 22 OR OVER	16397				
VETERAN & OTHER ELIGIBLES	8890	0	0.0	54.2	YES
VIETNAM VETERANS	3442	0	0.0	20.9	YES
DISABLED VETERANS	717	0	0.0	4.3	YES
FEDERAL CONTRACTOR JOB LISTING					
TOTAL INDIVIDUALS PLACED	953				
VIETNAM VETERANS	129	110	11.5	13.5	YES
SPECIAL DISABLED VETERANS	9	4	0.4	0.9	YES

APPENDIX C

Training Time in terms of Range of SVP

Specific Vocational Preparation (SVP) is the amount of time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job-worker situation. This training may be acquired in a school, work, military, institutional, or vocational setting, and may include:

- Vocational Courses
- College Courses
- Apprenticeship programs
- Inplant Classroom Instruction
- On-the-job Training
- Performance on Related Jobs

Training Time for each DOT occupation is published according to the following 9-level Scale of SVP:

Level 1 - Short Demonstration only
2 - Beyond short demonstration up to and including 30 days
3 - Over 30 days up to and including 3 months
4 - Over 3 months up to and including 6 months
5 - Over 6 months up to and including 1 year
6 - Over 1 year up to and including 2 years
7 - Over 2 years up to and including 4 years
8 - Over 4 years up to and including 10 years
9 - Over 10 years

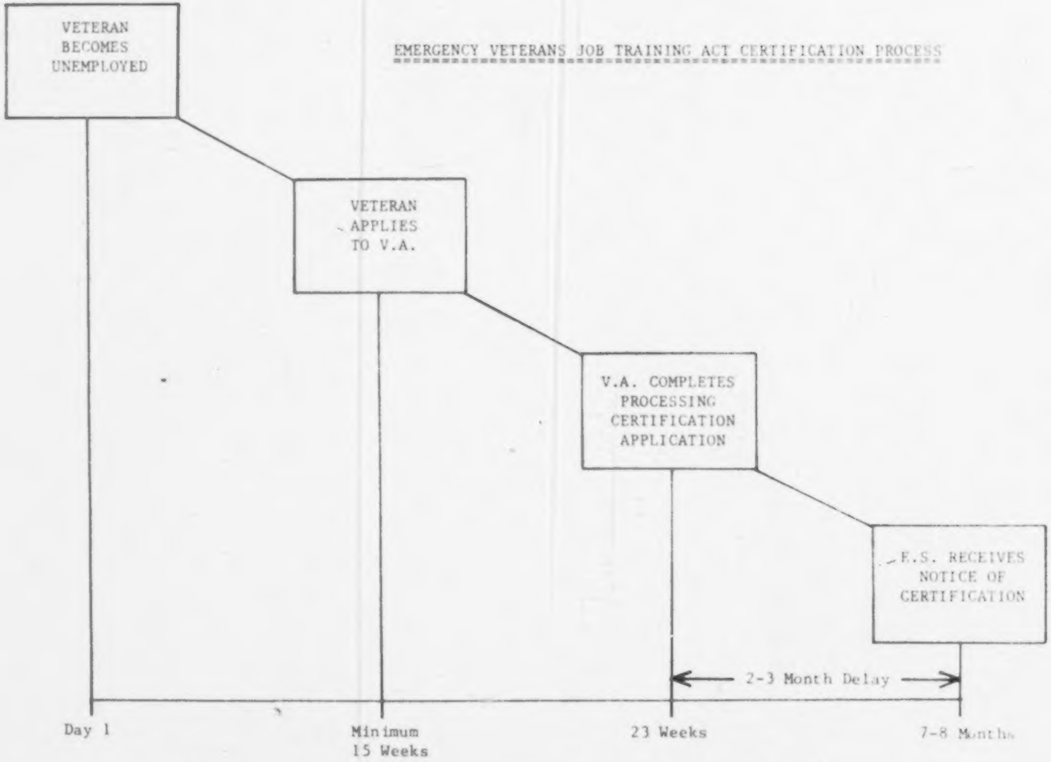
SVP ratings for every DOT occupation appear in the U.S. Department of Labor's Selected Characteristics of Occupations Defined in the Dictionary of Occupational Titles (1981) along with ratings for Math and Language Development.

Occupations at SVP level 3 generally require lower reasoning, math, and language development than SVP 4 occupations, as well as less complex data relationships. The examples below are representative of the differences found between such occupations with training times of 1-3 months and 3-6 months.

RECEIVING CHECKER (clerical) 222.687-018 SVP 3	MATERIAL EXPEDITER (clerical) 221.367-042 SVP 4
Data involvement at the Comparing level.	Data involvement at the Compiling level.
Math Development: GED 2	Math Development: GED 3
Worker must have ability to add, subtract, multiply, and divide whole numbers, to count, measure, or weigh contents of shipments to verify against documents.	Worker must have ability to perform arithmetic calculations involving fractions, decimals, and percentages to compute quantities of required materials based on inventory and production-order data.
Language Development: GED 3	Language Development: GED 3
Comprehension and expression at the lower range of 3 level to verify contents of shipments against bills of lading, invoices, and other documents and to record factors causing goods to be returned.	Comprehension and expression at the upper range of 3 level to review production schedules, inventory reports, and work orders to determine types and availability of required material and priorities of customer, and to determine appropriateness of materials at work stations. Ability to record distribution information and to prepare worker production records and time cards.

APPENDIX D

EMERGENCY VETERANS JOB TRAINING ACT CERTIFICATION PROCESS

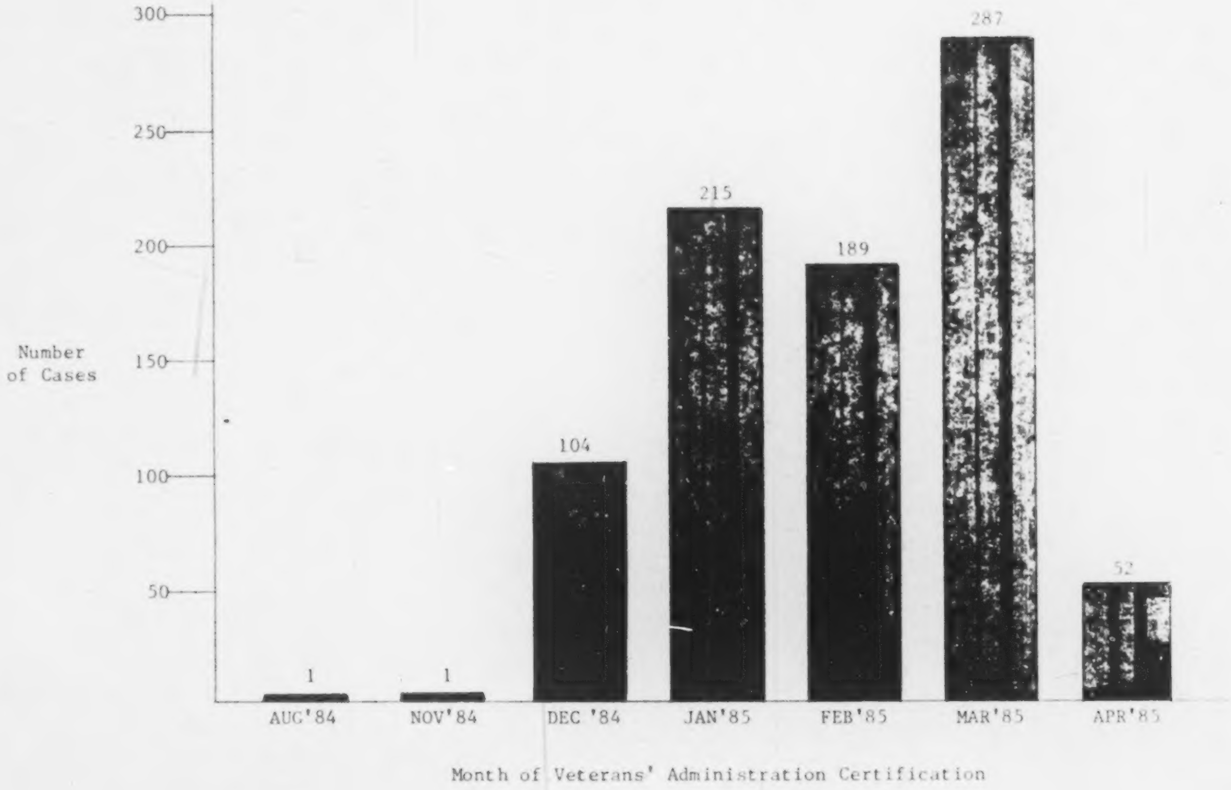

VETERAN BECOMES UNEMPLOYED
VETERAN APPLIES TO V.A.
V.A. COMPLETES PROCESSING CERTIFICATION APPLICATION
E.S. RECEIVES NOTICE OF CERTIFICATION
2-3 Month Delay
Day 1
Minimum 15 Weeks
23 Weeks
7-8 Months

Time Lapsed From 1st Day of Unemployment Until E.S. Receives Certification

APPENDIX E

CERTIFICATIONS RECEIVED FROM THE VETERANS' ADMINISTRATION

(May 1, 1985 - May 13, 1985)



APPENDIX F

Multi-Location Employers under National &/or Regional EVJTP Contract

Employer	# of slots	Job Title	Salary
McDonalds	25	Restaurant Manager	$5.85/hr.
Roy Rogers	26	Restaurant Manager	$4.54/hr.
Rustler	19	Restaurant Manager	$4.00/hr.
Dunkin Donuts	27	Manager Trainee	$5.00/hr.
Toys-R-Us	16	Assistant Store Manager	$6.25/hr.
Goodyear	27	Retail Store Manager	$6.73/hr.
U-Haul	14	RV Mechs	$3.35/hr.
Color Tile	11	Store Manager Trainee	$3.35/hr.
Howard Johnson	40	Manager Motor Lodge	$4.50/hr.
Howard Johnson	41	Manager Restaurant	$4.50/hr.
Friendly Restaurants	58	Restaurant Manager	$5.10/hr.
Church's Fried Chicken	5	Manager Fast Food Trainee	$3.91/hr.
Wendy's	7	Restaurant Manager	Various
Jamesway	20	Retail Manager	$5.60/hr.
	336 slots		

Converted by ES into 54 openings, 5 referrals and 3 matches.

APPENDIX G

History

October 8, 1983	Emergency Veterans Job Training Act of 1983 (P.L. 98-77) took effect.
December 6,7,8, 9, 1983	Initial training for all LVERs and DVOPs by VA Regional Office representatives Alice C. Peggues and Veterans Employment and Training Services staff.
January 20, 1984	Memo from Winifred B. Brady to District Supervisors and local offices to send blank letters (forms were enclosed) to recruit veterans. Local offices encouraged to send supplies of these letters to veterans organizations.
January 20, 1984	Made arrangements to produce employer labels of all UI employers for promotional mailing by VA. List of employers delivered to VA.
January 23, 1984	Implemented weekly report from each local office outlining EVJT efforts during preceeding calendar week for number of employers visited and number of telephone calls to "sell" the program.
February 24, 1984	Instructions to local offices to ensure that all DVOP staff get list of OJT openings for maximum exposure.
February 28, 1984	Distribute 10,000 fact sheets on EVJT to local offices for use with employers.
March 12, 1984	Arranged for Richard Murphy, Hoffman La Roche, and James Torbin, Becton-Dickinson to attend an employer symposium in Washington, D.C. on March 27, hosted by former U.S. Secretary of Labor Raymond Donovan and Assistant Secretary William Plowden.
March 1984	Distributed veteran oriented Public Service Announcement, 30 seconds, to several radio stations.
April 4, 1984	Memo made the Assessment Questionnaire mandatory as a screening device in Group Registration to identify EVJT eligibles and refer immediately to LVER or DVOA.
April 6, 1984	Director letter to Alice Peggues - suggestion that ES assign a DVOA to the VA for four to six weeks to assist VA staff in processing veteran certifications and employer approvals.

April 22, 1984	Initial ES Veterans Advisory Council meeting to ensure that effective services will be provided to New Jersey's veterans. Membership includes key veteran organization members. Council reviews policies and operations of the New Jersey Employment Service.
April 26, 1984	Joint promotion effort between New Jersey Department of Labor and New Jersey Veterans Services Council representative Robert Wallace to promote EVJT through a letter from Commissioner Bodman to various business owners encouraging them to hire and train eligible veterans. Letter distributed through various statewide veteran organizations. Up-to-date listing of LVERs with telephone numbers submitted with letters.
April 30, 1984	Requested labels to be produced from U.I. employer files for all employers statewide with 100 or more employees to be used by the Bureau of Veterans' Services in promotion of OJT opportunities.
May 1, 1984	First issue of newsletter by the American Legion Economics Committee to alert veterans on news of interest relating to employment, training, etc. Became monthly newsletter.
May 1, 1984	ES Representative attended VVLP meeting to discuss efforts for EVJT and techniques of achieving success. Also attending were Department of Human Services staff, VVLP staff, and DVOPs outstationed at VVLP.
May 7, 1984	Meeting with VA Alice Peggues and Wilbur Turner to discuss how to improve quality of contracts and speed up procedures.
May 8, 1984	Authorized $1000 of DVOP funds for advertising especially hard-to-fill EVJT openings.
May 9,10,15, 17, 1984	On line applicant file search training to match with OJT job openings and followup training on contract writing. Peer group training to share views of getting contracts. Additional training for all DVOP and LVER staff throughout summer as followup to share contracts. Included Employer Information System (EIS), employer relations and contract training, and contract writing. Training continued throughout summer as workshops.
May 15, 1984	Second Veterans Advisory Council meeting. Status report on EVJT and ways to coordinate.
May 15, 1984	DVOA assigned to VA office to facilitate the correcting of VA/OJT contracts needing to be reprocessed for missing information.

May 30, 1984	Director letter to District Supervisors and local office managers urging promotion and expansion of EVJT activities.
May 31, 1984	Memo to all District Supervisors and local office managers to ensure operating instructions on EVJT were clear.
June 6, 1984	Governor's proclamation of "Hire a Vet" month. Public signing.
June 11, 1984	Memo to all District Supervisors and local office managers on recognition for significant accomplishments by local office staff during "Hire a Vet" month (June).
June 15, 1984	Job Fair - West Orange; over 200 veterans, 14 employers.
June 20, 1984	Letter with Public Service Announcement, 60 seconds, to 9 major TV stations plus Cable News Network.
June 1984	Assigned DVOA to Newark VA Regional Office for helping veterans reporting to VA Regional Office. Two DVOA's assigned to process veterans, not for processing veteran certifications and employer approvals.
July 11, 1984	Veterans Advisory Council meeting. Discussion of "Hire a Vet" outreach activities and veterans outreach centers.
July 19, 1984	Follow-up memo to determine LVER or DVOP making largest number of EVJT placements during the previous month.
September 14, 1984	Meeting in Central Employment Service District for District LVERs and DVOPs to exchange thoughts on how to improve placements in the EVJT Program. A representative of the Veterans Employment and Training Service was invited to attend.
September 24, 1984	Veterans Advisory Council meeting.
October 3, 1984	Job Fair, Hasbrouck Heights - over 200 veterans, 302 job openings received.
November 19, 1984	Memo to all District Supervisors and local office managers. Update of extensions of dates on EVJT.
November 27, 1984	Job Fair, Newark - 250 veterans, 9 employers.
December 12, 1984	Veterans Services Council meeting - Discussion of Interagency coordination, Job Fairs, and EVJT.
December 15, 1984	Veterans Symposium Committee Meeting, Menlo Park. Planning meeting for Supermarkets.

December 1984	Distributed employer oriented Public Service Announcement, 30 seconds, to several radio stations.
January 17, 1985	Statewide listing of all EVJT OJT openings distributed to all members of ES Veterans Advisory Council for their distribution through their respective organizations. Additional copies made available at February 5, 1985 meeting.
February 5, 1985	Veterans Advisory Council meeting. Discussion of Validity Generalization.
March 11, 1985	Job Fair, Camden - over 700 veterans, 103 employers.
March 26, 1985	Veterans Advisory Council meeting. Discussions of plans, activities and continuation of Validity Generalization.
March 30, 1985	Written follow-up to previously verbal request of VA for complete listing of certified veterans and their Social Security numbers.
May 11, 1985	First Supermarket at Glassboro State College.
May 28,29, 1985	Training conference scheduled for all LVER and DVOP staff. Additional emphasis on placing certified veterans in OJT positions.
May 1985	Re-emphasis on EVJTP, including recognition of top veteran staff and local office achievers.
June 1, 1985	Second Supermarket at Labor Education Center, Rutgers.
June 8, 1985	Third Supermarket at Bergen County Community College, Paramus.

PREPARED STATEMENT OF ROBERT E. WALLACE, LEGISLATIVE DIRECTOR, NEW JERSEY VETERANS OF FOREIGN WARS

MR. CHAIRMAN AND MEMBERS OF THE SUBCOMMITTE:

Thank you for the privilege of appearing before this subcommitte to present the views of the Department of New Jersey Veterans of Foreign Wars with respect to legislation providing for the extension and improvement of the EMERGENCY VETERANS JOB TRAINING ACT.

My name is ROBERT E. WALLACE, and it is my privilege to serve the 73,000 men and women of the Department of New Jersey Veterans of Foreign Wars as their Legislative Director. With me this morning is EDWARD FISCHER, State Senior Vice Commander of the New Jersey VFW.

I would like, at this time, to personally thank you, MR. DASCHLE, on your leadership in the passage of PUBLIC LAW 98-542, the "VETERANS DIOXIN AND RADIATION EXPOSURE COMPENSATION STANDARDS ACT". Although the bill is not all we had hoped for, the members of my organization and your fellow Vietnam Veterans are thankful that at least the wheels have been set in motion to resolve these issues. Again, thank you for your untiring efforts.

I am pleased to state, that I was present on August 15, 1983, at the Veterans of Foreign Wars 84th National Convention in New Orleans, Louisiana, when the President signed into law HR2355, as amended, the "EMERGENCY VETERANS JOB TRAINING ACT OF 1983".

The Veterans of Foreign Wars supported the original legislation, and we fully support the extension of the EMERGENCY VETERANS JOB TRAINING ACT. We believe the EMERGENCY VETERANS JOB TRAINING ACT is a highly successful program that has provided a solid incentive to employees to hire and train veterans. However, like any program, it must be reviewed and adjusted in order for it to successfully fulfill it's intended purpose.

MR. CHAIRMAN, we support the reduction of the eligibility requirement that a veteran be unemployed 15 out of the 20 preceding weeks, to 5 out of the 20 preceding weeks. We feel this has been a negative factor in the program since inception and are pleased with the change. We are also pleased to hear that the Committee has recommended $75 million be authorized for the program. Also, that the 14 year educational requirement has been eliminated and that service connected disabled veterans will receive preference under the program.

MR. CHAIRMAN, the New Jersey VFW supports H.R. 1408, introduced by you, along with the leadership of this Committee, as well as several of it's members.

MR. CHAIRMAN, the New Jersey VFW is very concerned about the fact that New Jersey is said to rank 49th in the Country in meeting job placement goals under the EMERGENCY VETERANS JOB TRAINING ACT. This concerns us because for the last few years the VFW in New Jersey, as well as other Veterans Organizations, have enjoyed a very open and honest line of communication with our State Department of Labor and FEDERAL Veterans Employment Representatives. We meet at least monthly with these people and are priviledged to their workings and given opportunity for our input. Although we do not question the ranking or the figures, we of the VFW feel our labor people in New Jersey are doing an excellent job in serving the Veterans of our State. Their dedication to Veterans is unquestionable.

The State of New Jersey, today enjoys a very healthy economy and, as a result, a very low unemplyment rate. Our understanding is that the State of Massachusetts, which ranks 50th in the EMERGENCY VETERANS JOB TRAINING ACT job placements, also enjoys a healthy economy and an unemployment rate lower than New Jersey.

MR. CHAIRMAN, we do not claim to be labor experts. However, we feel this may be one of the reasons for our low job placement ranking, as well as the fact that New Jersey, like Massachusetts, is a high tech State. A veteran who is unemplyed 15 weeks out of the last 20 may not qualify for such jobs. The New Jersey VFW sincerely hopes that after this mornings hearing, you and your subcommittee are able to determine where the problem lies.

MR. CHAIRMAN, the EMERGENCY VETERANS JOB TRAINING ACT has tremendous potential and should be pursued with the utmost vigor by all concerned. The VFW, in concert with other service organizations, has repeatedly stressed the necessity of increased publicity, the streamlining of administrative procedures and a joint concentrated effort to educate veterans, employers and employment representatives, with the program and it's benefits.

This concludes my testimony. However, I would like to play two 30 second public service announcements for you that the New Jersey VFW prepared and sent to 75 radio stations within our State, and to those stations in neighboring States, that cater to New Jersey listeners.

I will be happy to respond to any questions you may have after the tapes have played.

THANK YOU!

Prepared Statement of Warren Davies, National Executive Committeeman, Department of New Jersey, The American Legion

The American Legion in New Jersey welcomes the opportunity to share our views with members of this Sub-committee regarding the Emergency Veterans Job Training Program and our perception of the problems which have contributed to the quota not being achieved in our State.

Let me state up front that extension of the EVJTA is wholeheartedly endorsed by The American Legion. That is not to say, however, that some changes are not necessary in order to improve performance. And these changes are not relative exclusively to New Jersey. We believe that the legislation must be revised to reduce the period of time a veteran must be unemployed in order to qualify for the program. The current timeframe (15 of the last 20 weeks) is totally unrealistic, and I'll talk about this in more detail later.

At our 1984 National Convention in Salt Lake City, we unanimously approved Resolution No. 279, which recommended the extension of the EVJTA for 2 years and changes the unemployment timeframe to 5 weeks. I am pleased to not that H.R. 1102, which I believe was sponsored by Congressman Daschle, does respond to our recommendations.

The American Legion is aware of and has been monitoring the performance of the EVJTA, both in New Jersey and at the National level. As recently as March 19, 1985, testimony was provided in Washington by the Director of our National Economics Commission before this very Sub-committee. This testimony reiterated our position regarding the changes necessary.

At the State level, the Chairman of our Economis Committee is a member of the State Job Service's Veterans Advisory Council, which meets regularly with Job Service Management to discuss problem areas related to Veterans Services and recommend solutions to those problems. This council is made up of respresentatives from the major Veterans Organizations in New Jersey, as well as representatives from the Governor's Veterans Council, the Agent Orange Commission, the Governor's State Job Training Coordinating Council, and the USDOL's Veterans Employment & Training Service. We have found this to be an excellent forum for two-way communications.

Let me say a few things about the State Job Service. We in The American Legion rely heavily on the Job Service to provide employment and training services for veterans. They are an integral part of The American Legion's Economic Program nationwide. We continue to urge congress to provide full-funding for their operations.

In New Jersey, about 1/3 of the Job Service Field Staff are devoted exclusively to providing services to veterans, and, in fact, about 35% of all job placements by the Job Service in New Jersey are veterans. Local veterans representives and Disabled Veterans Outreach Aides are located throughout the State. Our relationship with these dedicated veteran staff has been good, and we have urged our local Post Employment Officers to get to know these people on a first-name basis. As a matter of fact, one of the Disabled Outreach Aides serves on our State Economic Committee, and has provided this committee with valuable insight on many issues, including the EVJTA.

Now, lets get to some of the specifics:

(1) The 15 week unemployment criteria has hurt the EVJTA program in New Jersey. Veterans who are otherwise eligible; who possess certain job skills; who are at least high school graduates; and who have financial responsibilities to meet, such as home mortgage payments, car loan payments, etc.: cannot afford to remain unemployed for very long. They want to work . . . . They need that paycheck. When you consider that New Jersey has been in the midst of an economic recovery (our unemployment rate remains one of the lowest in the nation), it is easier to find a job than to wait the required time for program eligibility. Our understanding is that many otherwise qualified veterans have chosen this route, even though the jobs they take may not have been their first preference. And the Job Service statistics seem to bear this out. In spite of the poor statistic on the EVJT program, the Job Service has met or exceeded the federally mandated performance indicators for veterans in New Jersey in each of the 16 catagories for some time now.

(2) The dual roles of the Job Service and the VA, at least in New Jersey, has contributed to delays in the certification process for EVJT clients. We have heard of cases taking in excess of 3 months from date of application with the Job Service to the issuance of the certificate of eligibility by the VA. We're not sure why the program was designed with this dual roles, but we do know that any program dealing with one bureaucracy is preferable to dealing with two. Our preference would be that the responsibility for the entire program be shifted to the Employment & Training experts — the Job Service.

(3) There should be a concerted effort in New Jersey to increase individualized job development and/or utilize other job training approaches for those certified veterans under EVJTA whose job skills do not match the skill requirements of the certified employers. This is not a small task, nor is it an easy task. But in our opinion, it is essential.

Thank you for your interest in veterans, and for allowing us this opportunity to testify.